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1989 1990
MANAGEMENT COMPENSATION STUDY

for Wholesalers and Large Retailers

1989-1990 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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Food Marketing Institute

1989-1990 MANAGEMENT COMPENSATION STUDY FOR WHOLESALERS AND LARGE RETAILERS

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INTRODUCTION

The 1989-1990 Management Compensation Study provides compensation data on 55 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, annual incentive plans, long-term incentive plans, and benefits. Eighty companies participated in this year's survey.

If further analysis of the compensation data gathered is desired, custom designed reports and analyses can be provided to participating companies upon request. All such requests, and questions about this year's survey, should be directed to:

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Food Marketing Institute
1750 K Street, N.W.
Washington, DC 20006

(202) 452-8444

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EXECUTIVE SUMMARY

The 1989-1990 Management Compensation Study for Wholesalers and Large Retailers provides data on compensation levels for 55 representative line and staff positions in top management, merchandising, and store operations. The study includes a summary of policies and practices relative to salary administration, incentive plans, and benefits. This section includes highlights from the survey report and, to provide a broader frame of reference, provides comparisons where possible to the practices of general industrial and service companies. The source for general industry data is Sibson & Company's Annual Management Compensation Survey which contains data on 216 durable and nondurable manufacturing and nonfinancial services companies.

PARTICIPATION

Eighty companies participated in this year's survey. The participants are representative of small, medium, and large companies in the food retail/wholesale industry. Sixty-three of these companies, 79 percent of all participants, also participated in last year's survey.

PARTICIPATING COMPANIES
- By Size -

SALES CATEGORY	AVERAGE SALES ($ Millions)	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 Million	$ 143.0	12	15%
$250 - 499 Million	366.0	12	15
$500 - 999 Million	746.0	20	25
$ 1 Billion and Above	4,010.0	36	45
	$2,067.0	**80**	**100%**

Some highlights are:

SALARY PLANNING

Participants provided estimates of salary range adjustments and merit increase budgets. Approximately 87 percent of the responding companies have increased (or will increase) salary ranges in 1990. Seventy-seven percent plan to increase ranges in 1991.

ESTIMATED SALARY RANGE ADJUSTMENTS

EMPLOYEE CATEGORY	1990 ACTUAL	1991 PLANNED
Salaried Nonexempt	4.4%	4.4%
Exempt	4.3	4.4

Approximately 65 percent of the participants reported merit increase budgets for 1990; 45 percent reported 1991 plans. Overall, merit increase budgets are estimated to be 4.7 percent for 1990 and 5 percent for 1991.

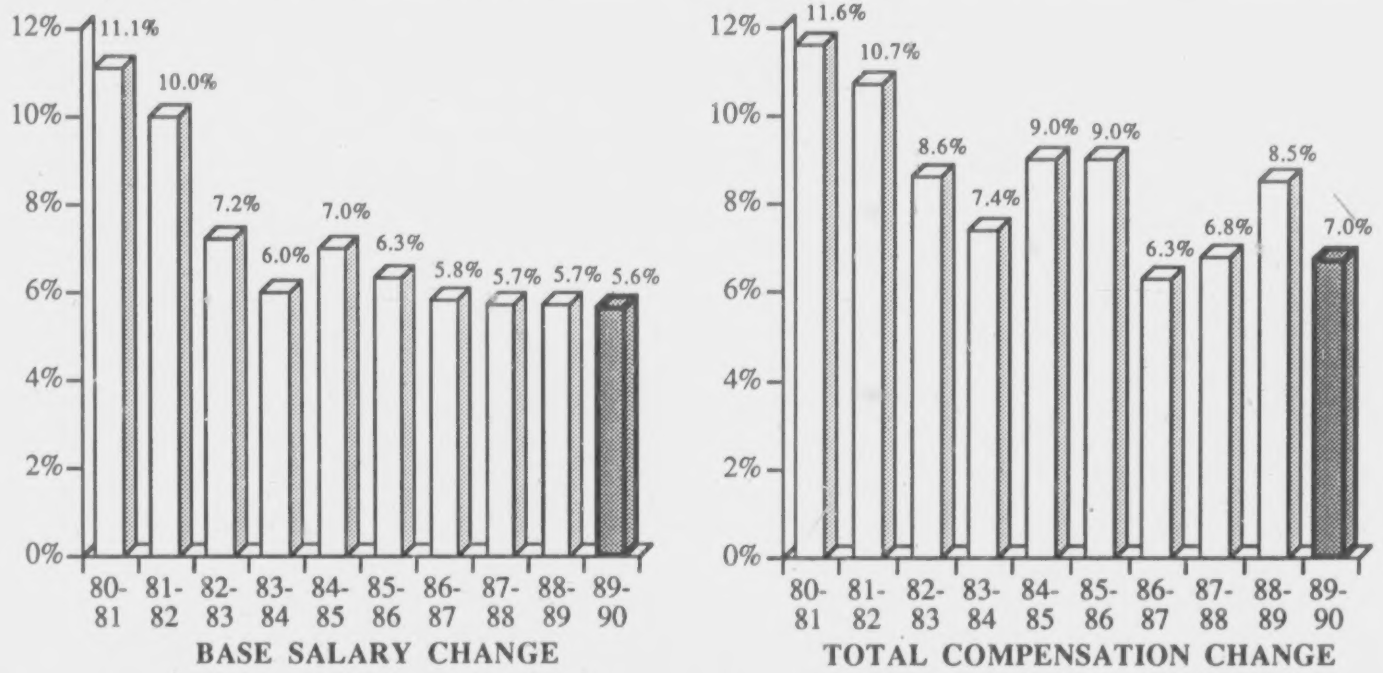
ESTIMATED AVERAGE MERIT INCREASE BUDGETS

EMPLOYEE CATEGORY	1990 ACTUAL	1991 PLANNED
Salaried Nonexempt	4.7%	5.1%
Exempt	4.6	4.8
Officer/Executive	5.2	5.1
ALL EMPLOYEE GROUPS COMBINED	**4.7%**	**5.0%**

PERCENT CHANGE IN COMPENSATION

From March 31, 1989 to March 31, 1990, the average change in base salaries for positions analyzed in this study was 5.6 percent. Total compensation changed an average of 7 percent over this period. The rate of salary change has remained relatively constant in recent years. The change in total compensation, though down from 8.5 percent, continues to reflect more growth in bonuses than in base salaries. These figures are based on a compilation of the changes reported for each survey position. (That is, the March 31, 1990 salary compared to the March 31, 1989 salary for the same position whether or not the position is filled by the same incumbent.) The following chart shows a ten-year history based on data gathered through this study beginning with the 1980-1981 edition.

CHANGE IN SALARY AND TOTAL COMPENSATION LEVELS
- Ten-Year History -



NOTE: This data reflects the percentage changes in salary and total compensation levels as reported by participants. It includes survey positions which increased, decreased, and did not change. Salary levels include all positions; total compensation levels include bonus-eligible positions only.

ANNUAL MANAGEMENT INCENTIVE PLANS

Eighty-nine percent of the companies provide an incentive plan. Most of these companies offer an incentive plan to senior management and extend it to regional/district management, merchandisers and buyers, and store management.

Target awards (that is, the awards a plan is designed to pay if the performance goals of both the individual and the organization are met) average between 8 and 40 percent of salary depending on management group and company size.

AVERAGE/TYPICAL TARGET INCENTIVE AWARDS
(Expressed as a Percent of Salary)

	COMPANIES WITH SALES:	
MANAGEMENT GROUP	Below $500 Million	$500 Million And Above
Senior Management	21%	40%
Regional/District Management	16	20
Merchandisers and Buyers	14	14
Store Managers	14	16
Other Store Management	8	8

The overall prevalence of incentive plans (89 percent of companies) is slightly lower than the prevalence of plans among general industry companies. Approximately 94 percent of general industry companies have some form of management incentive plan.

LONG-TERM INCENTIVE PLANS

Forty-nine percent of the participants provide a long-term incentive plan to their executives. Most often, these are stock option plans. While the prevalence of long-term incentives is still significantly higher in general industry (where approximately 70 percent of companies have such plans), it has increased substantially over the years in the food retail/wholesale industry (from 15 percent in 1986 to 49 percent in 1990).

HEALTH CARE COST CONTAINMENT

All of the companies provide health insurance to their employees, but many companies are continuing their efforts to control and reduce costs. Sixty-one percent of the participants report that they have increased deductibles, increased the employees' share of the premiums, and/or reduced benefits. Many companies are actively encouraging employees to control costs by encouraging them to use outpatient facilities and seek second opinions prior to surgery. Some companies even offer employees a percentage of the amount saved when the employees audit their own medical bills for accuracy.

OTHER BENEFITS AND PERQUISITES

The following chart shows the prevalence of various benefits and perquisites for each management group.

PREVALENCE OF BENEFITS AND PERQUISITES
(Percent of Companies)

BENEFIT/PERQUISITE	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Qualified Pension Plan	63%	59%	60%	55%	53%
Company-Paid Annual Physicals	66	31	18	14	8
Supplemental Long-Term Disability	53	43	44	40	33
Financial Counseling Services	25	5	5	4	5
Total Medical Expenses	23	–	3	1	1
Country Club Membership Dues	23	–	–	–	–
Supplemental Retirement Plan	30	6	5	5	5
Luncheon/Dinner Club Dues	19	5	3	8	1
Low- or No-Interest Company Loans	15	9	9	9	5
Legal Counseling Services	8	1	1	1	3
First-Class Air Travel	8	1	–	–	–
Executive Dining Room	4	–	–	–	–

COMPENSATION LEVELS

The 1989-1990 Study includes compensation data on 55 positions which are representative of corporate, operations, and store management positions in the food retail/wholesale industry. In general, compensation levels for management positions are related to a measure of position responsibility (scope). For example, executives in a company with $1 billion in sales are typically paid significantly more than executives in a $200 million company. This relationship between position responsibility (scope) and compensation is shown graphically in the trend line exhibits that accompany the tabular exhibits for the majority of the survey positions.

To illustrate the relationship between scope and compensation, the following charts show pay levels for selected positions at three representative company sizes -- $200 million, $500 million, and $1 billion in company sales (company sales is a primary measure of scope for these positions). The survey also contains many positions for which other measures, such as meat sales or weekly store sales, are appropriate.

	BASE SALARY LEVELS* (In $ Thousands) IN COMPANIES WITH SALES OF:		
POSITION	$200 Million	$500 Million	$1 Billion
Chief Executive Officer	$156.8	$211.8	$265.8
Chief Financial Officer	76.4	102.1	127.2
Top Merchandising & Procurement Executive	68.9	86.2	102.1
Top Store Operations Executive	67.5	83.4	97.9
Top Human Resources Executive (Without Labor Relations)	61.4	72.6	82.4
Top Human Resources Executive (With Labor Relations)	50.3	68.4	86.2
Top MIS Executive	51.9	66.0	79.1
Controller	48.7	60.2	70.6
Top Distribution Executive	49.3	64.3	78.5
Top Advertising Executive	46.6	54.9	62.2
Warehouse Manager (With Transportation)	45.5	50.9	55.4

*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1990.

	TOTAL COMPENSATION* (In $ Thousands) IN COMPANIES WITH SALES OF:		
POSITION	$200 Million	$500 Million	$1 Billion
Chief Executive Officer	$194.8	$273.6	$353.8
Chief Financial Officer	88.8	123.9	159.3
Top Merchandising & Procurement Executive	78.6	102.9	126.2
Top Store Operations Executive	73.8	99.5	124.6
Top Human Resources Executive (Without Labor Relations)	73.3	89.4	103.8
Top Human Resources Executive (With Labor Relations)	56.2	80.2	105.0
Top MIS Executive	55.1	73.8	91.9
Controller	55.4	70.8	85.3
Top Distribution Executive	54.1	75.5	97.1
Top Advertising Executive	51.2	62.3	72.1
Warehouse Manager (With Transportation)	51.1	57.8	63.5

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*Total compensation levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1990.

Relationships between salary levels for selected positions and those of Chief Executive Officers are shown below for three representative size categories.

POSITION	PERCENT OF CEO SALARY* IN COMPANIES WITH SALES OF: $200 Million	$500 Million	$1 Billion
Chief Executive Officer	100%	100%	100%
Chief Financial Officer	49	48	48
Top Merchandising & Procurement Executive	44	41	38
Top Store Operations Executive	43	39	37
Top Human Resources Executive (Without Labor Relations)	39	34	31
Top Human Resources Executive (With Labor Relations)	32	32	32
Top MIS Executive	33	31	30
Controller	31	28	27
Top Distribution Executive	31	30	30
Top Advertising Executive	30	26	23
Warehouse Manager (With Transportation)	29	24	21

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*Base salary levels are based on trend line analyses of bonus-paying companies. Data is effective March 31, 1990.

Though several of the top management positions are similar to positions that exist in other industries, the difficulty in comparing compensation levels in the food retail/wholesale industry with those in other industries is establishing comparability in terms of company size or other measure of the scope of an executive's responsibility. The food retail/wholesale industry is unique, and differs from general industry firms in many significant respects including profit margins, absolute revenue levels, etc. We would not anticipate a dollar-for-dollar comparison between these industry segments.

The following data, then, is presented simply to provide a framework for comparison with the broader general industry community. In general, compensation levels for executives in food retail/wholesale companies with sales of $1 billion are similar to those of general industry top executives in companies with $225 million in sales.

TOP MANAGEMENT COMPENSATION COMPARISON
(Compensation in $ Thousands)

	FOOD RETAIL/ WHOLESALE WITH $1 BILLION IN SALES		GENERAL INDUSTRY* WITH $225 MILLION IN SALES	
POSITION	Base Salary	Total Compensation	Base Salary	Total Compensation
Chief Executive Officer	$265.8	$353.8	$268.3	$376.9
Chief Financial Officer	127.2	159.3	130.4	166.2
Top Human Resources Executive (With Labor Relations)	86.2	105.0	94.9	114.3
Top MIS Executive	79.1	91.9	79.3	88.0

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*SOURCE: Sibson & Company Management Compensation Survey.

PART I: PARTICIPANT PROFILE

Eighty companies participated in the 1989-1990 Management Compensation Study for Wholesalers and Large Retailers. These participants represent a cross-section of small, medium, and large organizations across all geographic regions. Sixty-nine companies, 79 percent of the participant group, also participated in last year's survey.

A profile of the participants is shown below; a participant list is shown on page 21.

PARTICIPATING COMPANIES BY SIZE

SALES CATEGORY	AVERAGE SALES ($ Millions)	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than $250 Million	$ 143.0	12	15%
$250 - 499 Million	366.0	12	15
$500 - 999 Million	746.0	20	25
$1 Billion and Above	4,010.0	36	45
TOTAL	**$2,067.0**	**80**	**100%**

PARTICIPATING COMPANIES BY NUMBER OF EMPLOYEES

NUMBER OF EMPLOYEES	AVERAGE NUMBER OF EMPLOYEES	NUMBER OF COMPANIES	PERCENT OF TOTAL
Less than 500	266	6	7%
500 - 999	748	9	12
1,000 - 2,499	1,723	22	28
2,500 - 4,999	3,561	16	20
5,000 and Above	18,516	26	33
TOTAL	**7,400**	**79***	**100%**

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*One company did not report number of employees.

PARTICIPATING COMPANIES BY GEOGRAPHIC REGION

REGION	NUMBER OF COMPANIES	PERCENT OF TOTAL
Region 1: Northeast	21	26%
Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont		
Region 2: Northeast Central	14	17
Illinois, Indiana, Michigan, Ohio, Wisconsin		
Region 3: West Central	18	23
Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming		
Region 4: Southeast	15	19
Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia		
Region 5: Pacific	12	15
Alaska, California, Hawaii, Oregon, Washington		
TOTAL	**80**	**100%**

LIST OF PARTICIPANTS

ABCO Markets, Inc.
Acme Markets Inc.
Albertson's, Inc.
American Food & Drug Inc.
American Stores Company
AppleTree Markets
Associated Grocers
Bashas', Inc.
Bel Air Markets
Big V Supermarkets Inc.
BI-LO, Inc.
Bozzuto's Inc.
Bruno's Inc.
Buehler Food Markets, Incorporated
Certified Grocers of Florida, Inc.
City Market, Inc.
Consumers Markets, Inc.
The Copps Corporation
D'Agostino Supermarkets Inc.
Delchamps, Inc.
Dillon Companies, Inc.
Dominick's Finer Foods
Eagle Food Centers, Inc.
Farm Fresh, Inc.
Fiesta Mart Inc.
First National Supermarkets Inc.
Fleming Companies, Inc.
Food Lion, Inc.
Galt Super Market
Giant Food, Inc.
Golub Corporation
The Grand Union Company
The John C. Groub Company, Inc.
Hannaford Bros Co.
Harris Teeter, Inc.
Homeland Stores, Inc.
Hughes Markets Inc.
Jewel Food Stores
Jitney Jungle Stores of America, Inc.
Kash N' Karry, Food Stores, Inc.
King Soopers
Kings Super Markets, Inc.
K-VA-T Food Stores, Inc.
Lucky Stores Inc.
M'System Food Stores, Inc.
Market Basket Food Stores
Martin's Super Markets, Inc.
Mayfair Super Markets, Inc.
Fred Meyer, Inc.
T. J. Morris Co.
Nash Finch Company
P&C Food Markets, Inc.
Pay Less Super Markets, Inc.
Publix Super Markets Inc.
Pueblo International, Inc.
Purity Supreme, Inc.
Ralphs Grocery Company
Randall's Food Markets, Inc.
The Red Food Stores, Inc.
Riverside Division - Penn Traffic Company
Rosauers Supermarkets, Inc.
Roundy's Inc.
SASM of the Midwest, Inc.
Safeway Inc.
Peter J. Schmitt Co., Inc.
Schnuck Markets, Inc.
Scrivner Inc.
Seaway Food Town, Inc.
Shaw's Supermarkets, Inc.
Spartan Stores, Inc.
Star Market Company
Stop & Shop Supermarket Company
Supermarkets General Corp.
Super Valu Stores, Inc.
Thriftway, Inc.
Times Super Market, Ltd.
Victory Markets, Inc.
The Vons Companies, Inc.
Wakefern Food Corporation
Wegmans Food Markets, Inc.

PART II: COMPENSATION PROGRAM INFORMATION

INTRODUCTION

This year's survey includes sections on salary planning and on various key elements of the total compensation package for executives and other employees. The topics included are:

- Salary Planning
- Annual Management Incentive Plans
- Long-Term Incentive Plans
- Benefits and Perquisites
- Health Care Cost Containment

Plan prevalence is summarized by company size and, where there is sufficient data, by geographic region. (Regions are described on page 20.) Information for each of the following five management groups is presented: Corporate/Operating Company Senior Management (i.e., top executives and senior functional management), Regional/District Management, Merchandisers/Buyers, Store Managers, and Other Store Management (i.e., Assistant/Co-Store Managers, Meat Managers, and other Department Managers).

All participants (80 companies) responded to the compensation program section of the survey.

SALARY PLANNING

Thirty of the 79 responding companies (38 percent) reported that their salary year begins in January. As the following chart shows, the remaining companies are distributed throughout the year.

SALARY YEAR BEGINS IN:	NUMBER OF COMPANIES
January	30
February	9
March	5
April	9
May	4
June	1
July	5
August	4
September	1
October	7
November	3
December	1

Sixty-nine companies report that they have adjusted, or plan to adjust, their salary ranges in 1990; eight companies report that they do not. Sixty-one companies report that they plan to adjust their ranges in 1991; five report that they do not. The following chart shows actual 1990 and planned 1991 salary range adjustments by employee category. Please note that a number of companies did not provide data. Sample sizes are reported in the chart.

SALARY RANGE ADJUSTMENTS

COMPARISON OF ACTUAL 1990 AND PROJECTED 1991 ANNUALIZED SALARY RANGE ADJUSTMENTS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	1990 ACTUAL	NUMBER OF RESPONSES	1991 PLANNED	NUMBER OF RESPONSES
Salaried Nonexempt	4.4%	53	4.4%	40
Exempt	4.3	61	4.4	44

Sixty-nine companies report that they do not grant any form of economic or general adjustment (in addition to merit increases) to their salaried employees. Of the seven companies that grant some form of adjustment, four grant adjustments to all employee groups, two grant adjustments to nonexempt employees only, and one grants adjustments to exempt employees only (including officers/executives).

Although not all companies were able to supply predictions, the reported merit increase budget planned for 1991 for all employee groups averages 5 percent. A summary of the anticipated average merit increase budgets by employee group is shown in the following chart.

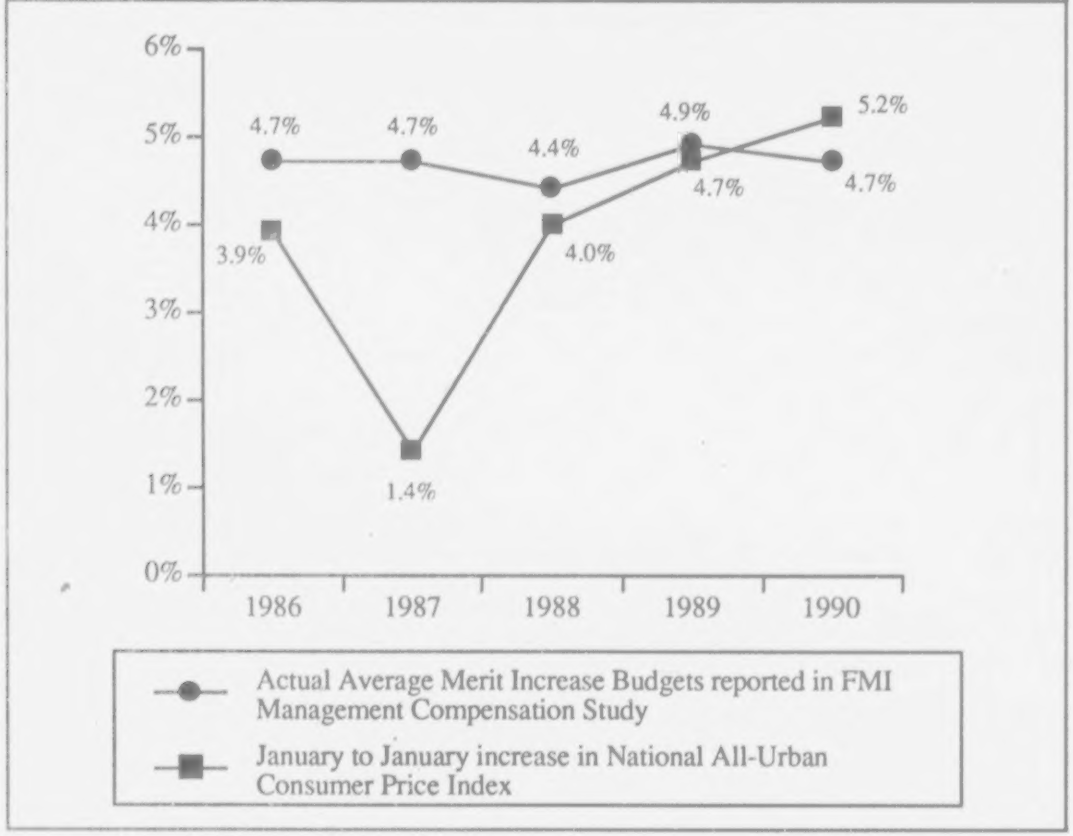
MERIT INCREASE BUDGETS
(Including Economic Adjustments)

COMPARISON OF ACTUAL 1990 AND PROJECTED 1991 AVERAGE MERIT INCREASE BUDGETS BY EMPLOYEE CATEGORY

EMPLOYEE CATEGORY	PAID/ PLANNED IN 1990	NUMBER OF RESPONSES	PLANNED FOR 1991	NUMBER OF RESPONSES
Salaried Nonexempt	4.7%	50	5.1%	34
Exempt	4.6	60	4.8	40
Officer/Executive	5.2	54	5.1	35
ALL EMPLOYEE GROUPS COMBINED	**4.7%**	**52**	**5.0%**	**36**

One issue that comes up frequently in salary planning is cost of living and its relationship to merit increases. As the following exhibit shows, over time there is no consistent relationship between cost of living increases and merit increases. In general, compensation levels reflect the supply and demand for labor while the cost of living reflects the supply and demand for goods and services.

**MERIT INCREASES VERSUS
INCREASES IN CONSUMER PRICE INDEX
- Five-Year Comparison -**



ANNUAL MANAGEMENT INCENTIVE PLANS

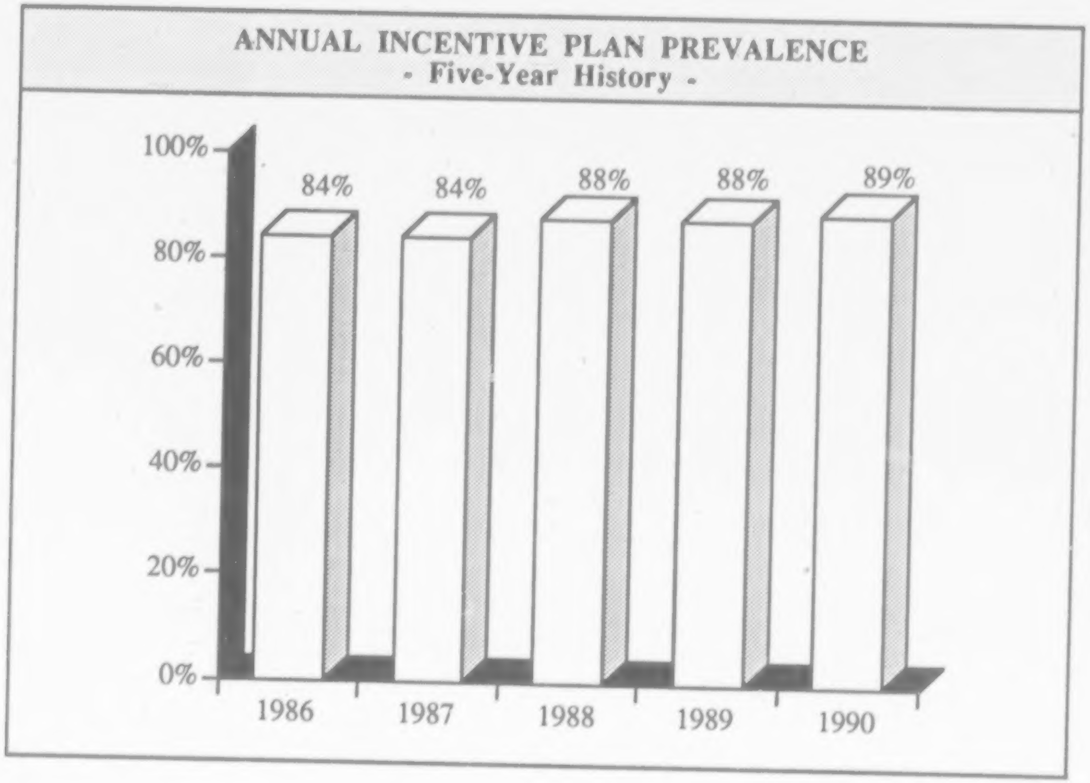
Prevalence

Seventy-one companies (89 percent) have management bonus or short-term incentive plans. Incentive plans are clearly the majority practice in all size categories and in all geographic regions.

PREVALENCE OF MANAGEMENT INCENTIVE PLANS

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	9	75%
$250 - 499 Million	8	67
$500 - 999 Million	19	95
$1 Billion and Above	35	97
GEOGRAPHIC REGION		
Northeast	19	91%
Northeast Central	12	86
West Central	18	100
Southeast	12	80
Pacific	10	83
ALL COMPANIES	**71**	**89%**

As the following exhibit shows, the overall prevalence of annual management incentive plans has grown modestly over the past five years.


ANNUAL INCENTIVE PLAN PREVALENCE
- Five-Year History -

Incentive plans are most prevalent at the corporate and operating company senior management level (97 percent), although a significant number of companies also provide plans for the other management groups. As the following chart shows, large companies (i.e., companies over $1 billion in sales) tend to restrict eligibility to a more limited management group than do smaller companies.

INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP
(As a Percent of Companies with Plans)

SALES CATEGORY	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT	NUMBER OF COMPANIES WITH INCENTIVE PLANS
Less than $250 Million	89%	56%	78%	89%	89%	9
$250 - 499 Million	88	100	100	100	75	8
$500 - 999 Million	100	100	95	95	63	19
$1 Billion and Above	100	89	71	80	54	35
ALL COMPANIES	**97%**	**89%**	**82%**	**87%**	**63%**	**71**

As the following exhibit shows, prevalence growth varies by management group, with the largest increase in prevalence being reported for Merchandisers and Buyers.

ANNUAL INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP
- Five-Year History -
(As a Percent of Companies with Plans)

	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
1986	94%	80%	71%	80%	55%
1987	96	74	65	79	53
1988	92	79	79	89	60
1989	94	89	78	86	65
1990	97	89	82	87	63

Types of Plans

The majority of the incentive plans (69 percent) are goal-oriented plans.

TYPES OF INCENTIVE PLANS

PLAN TYPE	NUMBER OF COMPANIES*	PERCENT OF PLANS
Goal-Oriented Incentive Plan: The plan is based on attainment of predetermined and explicitly communicated business performance (and possibly, individual performance) goals. The goals are determined on an annual basis and are often stated in terms of budgets or forecasts. If the goals are achieved, funds are accrued from which bonuses are paid. If the goals are under- or over-achieved, smaller or larger bonuses are paid.	49	69%
Bonus Plan: The company establishes a bonus fund or pool which is frequently related to profits. (For example, the fund equals 5 percent of pretax earnings in excess of a 10 percent return-on-shareholders' equity.) The fund is distributed to plan participants in proportion to their salaries and/or performance.	16	23
Discretionary Plan: There is no specific formula for determining the bonus fund or individual bonus awards. The plan is more informal than the two types described above and the basis for awards is not communicated in advance to the plan participants.	3	4

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*Three companies with incentive plans did not specify plan type.

Performance Measures

The majority of the companies establish business performance targets annually as part of their strategic planning process; the remainder base their bonus plans on a fixed standard which does not change from year to year.

All of the 71 companies with incentive plans indicate that their plans are formula-based (i.e., awards are determined by a specific formula based, at least in part, on corporate and/or division performance). As shown in the following chart, net income and target sales are the performance measures used most frequently in plans for all management groups.

PERFORMANCE MEASURES USED IN INCENTIVE PLANS
(As a Percent of Formula-Based Plans)

PERFORMANCE MEASURE	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Net Income	40%	36%	35%	34%	36%
Target Sales	39	42	44	41	36
Pretax Earnings	40	31	25	25	31
Return on Sales	8	10	8	18	19
Return on Invested Capital	14	5	6	4	0
Return on Assets	19	14	6	4	5
Earnings Per Share Growth	9	3	2	2	0
Return on Equity	6	5	6	2	2
Discretionary	19	17	21	9	10
NUMBER OF COMPANIES RESPONDING	65	59	52	56	42

Individual Awards

Typically, incentive awards are based on a combination of individual performance and the business performance of the organizational unit to which the individual belongs. As shown in the following chart, 99 percent of the senior management plans are based on company performance and 87 percent of the store manager plans are based on store performance. A significant percentage of plans at all management levels use individual performance as a criterion in determining awards.

BASIS OF INDIVIDUAL INCENTIVE AWARDS
(As a Percent of Plans)

BASIS	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
Overall Company Performance	99%	63%	75%	39%	32%
Regional/District Performance	7	62	21	12	6
Store Performance	3	8	13	87	81
Individual Performance	38	40	48	36	30
NUMBER OF COMPANIES RESPONDING	68	60	56	61	47

NOTE: Most companies use a combination of performance results.

Though individual bonuses awarded to top executives and middle management vary widely, most plans are designed to pay a target award (i.e., an award that is paid when individual and/or business performance goals are achieved). Most plans also specify a maximum award level. Average target and maximum award levels are shown below.

TARGET INCENTIVE AWARD LEVELS
(Expressed as a Percent of Salary)

	AVERAGE AWARD FOR COMPANIES WITH SALES:	
MANAGEMENT GROUP	Below $500 Million	$500 Million and Above
Senior Management	21%	40%
Regional/District Management	16	20
Merchandisers and Buyers	14	14
Store Managers	14	16
Other Store Management	8	8

MAXIMUM INCENTIVE AWARD LEVELS
(Expressed as a Percent of Salary)

	AVERAGE AWARD FOR COMPANIES WITH SALES:	
MANAGEMENT GROUP	Below $500 Million	$500 Million and Above
Senior Management	28%	50%
Regional/District Management	23	34
Merchandisers and Buyers	23	26
Store Managers	25	32
Other Store Management	19	25

Eligibility and Participation

Company practices vary widely with regard to incentive plan eligibility and participation. While 17 companies (26 percent) extend eligibility to all exempt employees, only ten companies (16 percent) report that all exempt employees actually participated in 1989. On average, 59 percent of exempt employees are eligible to participate in an incentive plan while 52 percent actually participate. The following chart shows the distribution for eligibility and participation.

PERCENT OF EXEMPT EMPLOYEES IN INCENTIVE PLANS

PERCENT OF TOTAL EXEMPTS	ELIGIBLE FOR PLAN	ACTUALLY PARTICIPATED IN 1989
Less than 6%	10%	16%
6 - 10	3	3
11 - 25	8	8
26 - 35	9	8
36 - 45	5	6
46 - 55	8	11
56 - 65	12	13
66 - 75	6	3
76 - 85	5	6
86 - 95	8	10
96 - 99	0	0
100	26	16
AVERAGE PERCENT OF EXEMPTS	59%	52%
NUMBER OF COMPANIES	65	63

On average, the lowest annual salary of plan participants is $30,430. The following chart shows the average lowest annual salary by sales category.

INCENTIVE PLAN PARTICIPATION

SALES CATEGORY	LOWEST ANNUAL SALARY OF PLAN PARTICIPANTS
Less than $250 Million	$22,160
$250 - 499 Million	32,320
$500 - 999 Million	26,230
$1 Billion and Above	34,770
ALL COMPANIES	**$30,430**

Award Deferral

Twenty companies with incentive plans (28 percent) report that their plan contains provisions for participants to defer all or part of their annual awards. In 15 of these companies (75 percent) deferral is voluntary.

LONG-TERM INCENTIVE PLANS

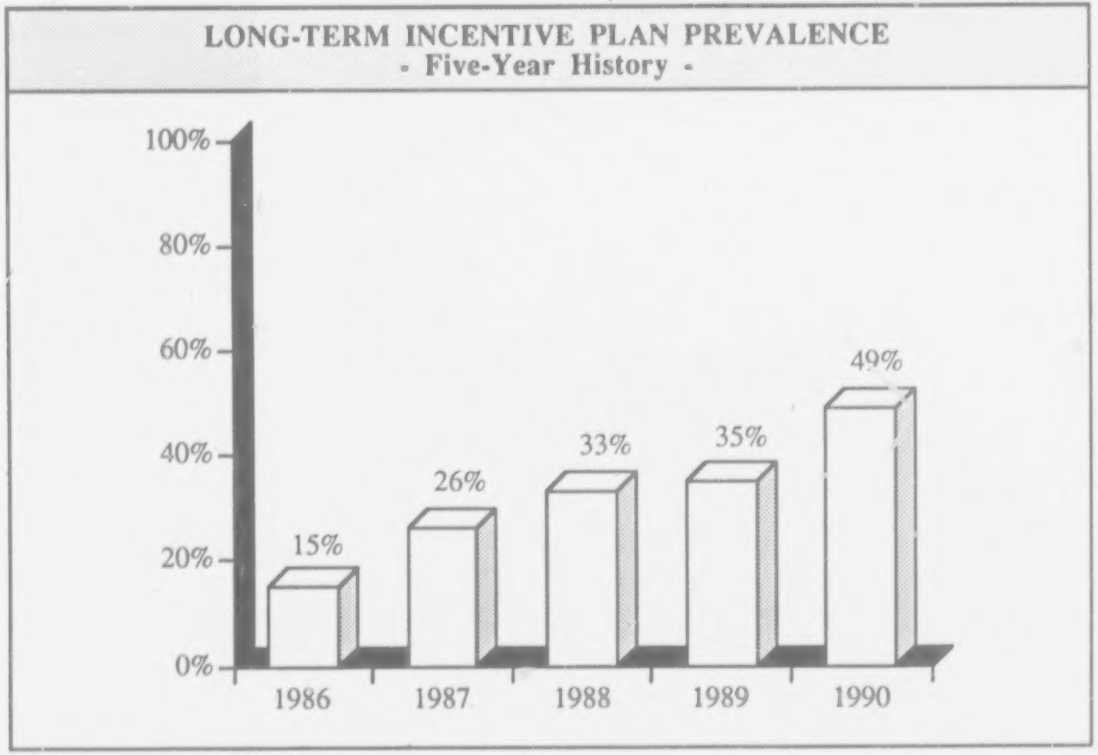
Prevalence

Long-term incentive plans are plans which are based on company and/or individual performance over a period of more than one year. Included in this definition are stock option and other stock-based plans and various performance-based plans. Thirty-nine companies (49 percent) provide some type of long-term plan. As shown in the following chart, the prevalence of plans is significantly greater in companies with over $500 million in sales.

PREVALENCE OF LONG-TERM INCENTIVE PLANS

	NUMBER OF COMPANIES WITH PLANS	PERCENT OF TOTAL
SALES CATEGORY		
Less than $250 Million	1	8%
$250 - 499 Million	3	25
$500 - 999 Million	9	45
$1 Billion and Above	26	72
GEOGRAPHIC REGION		
Northeast	10	48
Northeast Central	5	36
West Central	9	50
Southeast	9	60
Pacific	6	50
ALL COMPANIES	39	49%

There has been an increase in the prevalence of long-term incentive plans over the last five years, with a significant jump during the last year.


LONG-TERM INCENTIVE PLAN PREVALENCE
- Five-Year History -

Most of the companies with plans restrict eligibility to senior management. The following chart shows the prevalence of plans for each management group.

LONG-TERM INCENTIVE PLAN PREVALENCE BY MANAGEMENT GROUP

MANAGEMENT GROUP	NUMBER OF COMPANIES WITH PLANS
Senior Management	38
Regional/District Management	25
Merchandisers and Buyers	15
Store Managers	19
Other Store Management	7

Types of Plans

The types of plans provided to each management group are summarized below. Definitions of each plan are shown on page 43.

TYPES OF LONG-TERM INCENTIVE PLANS
(Number of Companies)

PLAN	SENIOR MANAGEMENT	REGIONAL/ DISTRICT MANAGEMENT	MERCHANDISERS AND BUYERS	STORE MANAGERS	OTHER STORE MANAGEMENT
STOCK OPTION PLANS					
Nonqualified Stock Options (NQSOs)	21	13	7	9	3
Incentive Stock Options (ISOs)	15	10	6	7	3
Stock Appreciation Rights (SARs)	8	1	1	1	1
OTHER LONG-TERM INCENTIVE PLANS					
Phantom Stock	3	1	--	1	--
Restricted Stock	9	2	2	2	1
Dividend Equivalent	--	--	--	--	--
Performance Units	3	2	1	1	1
Performance Shares	4	1	--	--	--
Long-Term Bonus	8	1	1	1	--
Extended Payout of Annual Awards	3	2	2	2	2

Stock Option Plans

Plan Administration

Thirteen companies with stock option plans (57 percent) report that the maximum exercise period for an award is ten years. The remaining ten companies report maximums ranging from one to eight years.

As the following exhibit shows, more than half of the companies with plans (55 percent) report that awards are granted annually to plan participants.

FREQUENCY OF GRANTS

OPTIONS GRANTED TO SAME INDIVIDUAL EVERY:	NUMBER OF COMPANIES	PERCENT OF PLANS
1 Year	11	55%
2 Years	3	15
3 Years	2	10
4 Years	1	5
5 Years	3	15

Impact of Legislation

Twenty companies with stock-based plans (87 percent) report that they have not yet determined what plan changes will be considered in response to changes in FASB accounting rules.

TYPES OF LONG-TERM INCENTIVE PLANS

STOCK OPTION PLANS

Nonqualified Stock Options (NQSOs): Can be granted at a price below fair market value. The option may be exercised (i.e., shares of company stock may be bought from the company) at any time during the option period, unless exercise restrictions are placed on the option.

Incentive Stock Options (ISOs): If the options meet specific requirements (e.g., the option price must be equal to or greater than the fair market value at grant, stock must be held for one year after exercise and two years after grant), then the executive is not taxed until sale of the stock (i.e., not taxed at exercise). Prior to the Tax Reform Act of 1986, additional requirements had to be satisfied (e.g., options had to be exercised in order of sequence) and the full appreciation in stock price from grant to sale was treated as a capital gain.

Stock Appreciation Rights (SARs): A right, typically attached to a NQSO or ISO, that allows the executive to receive the value of the appreciation of the share of stock in cash, stock, or a combination of cash and stock (i.e., upon exercise the executive receives the difference between the current price and the grant price).

OTHER LONG-TERM INCENTIVE PLANS

Phantom Stock: An award of "units" (not representing any ownership interest), similar to free-standing SARs, that entitles the executive to the appreciation of one share of the company's stock. It differs from SARs because typically appreciation is from the time of grant to a specified future date set by the company. Also, the executive generally receives credit for any dividends.

Restricted Stock: This is an outright grant of stock that is restricted from resale until the end of a stated period of employment and/or until performance vesting criteria are satisfied. Until the vesting criteria are met, the stock is nontransferable and if the criteria are not met then the stock is forfeited.

Dividend Equivalent: An award which is equal in value to the dividends paid to common shareholders over the award period. The award may be paid when dividends are paid or accrued over a vesting period.

Performance Units: A grant of a specific number of units, the value of which depends on the achievement of established performance criteria. Performance is judged over a predetermined, multi-year period during which the executive must remain employed with the company (usually three to five years).

Long-Term Bonus: Similar to an annual bonus, but performance is measured over a multi-year period, generally three to five years.

Extended Payout of Annual Awards: Additional multi-year criteria are established (e.g., remaining with the company or meeting multi-year performance goals) that must be met before part or all of the annual incentive award becomes payable.

BENEFITS AND PERQUISITES

The following charts summarize the prevalence of various benefits and perquisites in each of the five management groups surveyed.

In addition to the plans listed on the following pages, participating companies were asked about flexible benefits programs.

Flexible Benefits:

"Cafeteria" or flexible benefits programs are those in which plan participants choose from among two or more benefits according to their needs. Currently, 16 companies provide such a program. Twenty-one companies report that they are considering such a program.

Overall, the types of benefits and perquisites that companies provide to their employees have not changed significantly over the last five years. The three types of benefits that are significantly more prevalent than in 1986 are 401(k) Salary Reduction Plans (73 percent in 1990 versus 41 percent in 1986), Prescription Plans (79 percent in 1990 versus 66 percent in 1986), and Visual/Optical Coverage (51 percent in 1990 versus 38 percent in 1986).

PREVALENCE OF BENEFIT PLANS
- Five-Year History -
(Most Frequently Provided Plans)

	INSURANCE			SAVINGS/ESTATE BUILDING		
	Dental Insurance Plan	Prescription Plan	Visual/ Optical Coverage	401(k) Salary Reduction Plan	Qualified Pension Plan	Qualified Profit Sharing
1986	92%	66%	38%	41%	73%	53%
1987	94	65	38	49	68	41
1988	93	73	48	56	61	51
1989	93	81	42	69	68	51
1990	93	79	51	73	63	59

PREVALENCE OF BENEFIT PLANS

	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS AND BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
PLAN	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total
SAVINGS/ESTATE BUILDING										
401(k) Salary Reduction Plan (Deferral of portion of base salary and/or total compensation)	58	73%	53	66%	56	70%	51	64%	48	60%
Qualified Pension Plan	50	63	47	59	48	60	44	55	42	53
Qualified Profit-Sharing Plan	41	51	36	45	39	49	37	46	34	43
Employee Stock Ownership Plan (ESOP)	18	23	16	20	15	19	15	19	14	18
Employee Stock Purchase Plan	15	19	14	18	14	18	13	16	13	16
Qualified Thrift-Savings Plan	13	16	11	14	12	15	11	14	10	13
Payroll-Based Stock Ownership Plan (PAYSOP)	2	3	2	3	2	3	3	4	2	3
INSURANCE										
Dental Insurance Plan	74	93	67	84	69	86	64	80	61	76
Prescription Plan	63	79	56	70	58	73	54	68	52	65
Visual/Optical Coverage Plan	47	59	38	48	41	51	37	46	35	44

PREVALENCE OF SUPPLEMENTAL PLANS

PLAN	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS AND BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total
Supplemental Life Insurance (i.e., in addition to group life plan)	52	65%	39	49%	37	46%	35	44%	30	38%
Supplemental Long-Term Disability (i.e., in addition to group long-term disability coverage)	42	53	34	43	35	44	32	40	26	33
Supplemental Retirement Plan (i.e., in addition to pension, profit-sharing, or retirement benefits provided to all employees)	24	30	5	6	4	5	4	5	4	5
Total Medical Expenses (i.e., reimbursement of medical expenses not covered by company's group medical insurance program)	18	23	–	–	2	3	1	1	1	1

PREVALENCE OF PERQUISITES

	SENIOR MANAGEMENT		REGIONAL/ DISTRICT MANAGEMENT		MERCHANDISERS AND BUYERS		STORE MANAGERS		OTHER STORE MANAGEMENT	
PLAN	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total	Number of Companies	Percent of Total
Company-Paid Annual Physicals	53	66%	25	31%	14	18%	11	14%	6	8%
Educational Aid for Employees	49	61	46	58	49	61	44	55	43	54
Financial Counseling Services	20	25	4	5	4	5	3	4	4	5
Country Club Membership Dues	18	23	–	–	–	–	–	–	–	–
Luncheon/Dinner Club Dues	15	19	4	5	2	3	6	8	1	1
Low- or No-Interest Company Loans	12	15	7	9	7	9	7	9	4	5
Tax Counseling Services	9	11	1	1	1	1	–	–	–	–
Estate Planning Services	7	9	1	1	1	1	1	1	1	1
Educational Aid for Dependents	6	8	6	8	6	8	6	8	6	8
First-Class Air Travel	6	8	1	1	–	–	–	–	–	–
Legal Counseling Services	6	8	1	1	1	1	1	1	2	3
Executive Dining Room	3	4	–	–	–	–	–	–	–	–

HEALTH CARE COST CONTAINMENT

This section covers various topics related to how companies are administering health care plans for their headquarters management staff.

All of the 79 companies that responded to this question provide health benefits coverage (one company did not respond). Their responses indicate that a growing number of companies are attempting to control health care costs. For example:

> Sixty-one percent of the companies report that they have made a change in coverage during the last two years (e.g., increased the employee's portion of the premium or changed the co-payments). In 1986, 38 percent of the companies reported coverage changes.
>
> Forty-nine companies offer a Preferred Provider Organization (PPO) Plan versus 11 in 1986.
>
> Seventy-two companies report that they have a self-insured plan versus 45 in 1986.

Coverage

Thirty-four companies (43 percent) require employees to pay part of the premiums for employee coverage; 44 companies (56 percent) require contributions toward dependents' coverage.

Forty-nine companies (61 percent) reported that they have made a change in coverage during the last two years. Of these, 28 have increased the deductible -- typically, from $100 to $150 or $200. Thirty-one companies have increased the employee's portion of the premium for dependent's coverage; 26 have increased the premium for employee coverage. Eighteen companies have changed the benefits co-payments; that is, the percentage of covered health care costs paid by the plan.

The majority of the participants encourage the use of alternatives to traditional health care practices. As shown in the following chart, the most common are pre-admission testing and outpatient surgery.

PREVALENCE OF ALTERNATIVE PRACTICES

PRACTICE	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	PERCENT OF TOTAL
Pre-Admission Testing	57	71%
Outpatient Surgical Facilities	49	61
Hospice Care	37	46
Health Maintenance Organizations	26	33
Paraprofessionals for Routine Illnesses	6	8

Forty-nine companies offer a Preferred Provider Organization (PPO) Plan. PPOs are plans which refer employees to a group of preferred physicians and specialists who have been selected to provide quality care at a reasonable cost. Twenty-three companies report that they encourage employees to use the PPOs by increasing the percentage of covered medical expenses (e.g., from 80 to 100 percent) or by eliminating the deductibles.

Twenty-two companies require employees to obtain second opinions for all nonemergency surgery. Thirty companies require a second opinion for elective surgery. Although many companies do not require second opinions, the majority cover them if employees obtain them voluntarily; only seven companies report that they do not cover them.

SURGICAL PROCEDURES AND SECOND OPINIONS

PROCEDURE	NUMBER OF COMPANIES WHICH PROVIDE COVERAGE	PERCENT OF TOTAL
Hysterectomy	36	45%
Knee Surgery	36	45
Removal of Tonsils/Adenoids	35	44
Hernia Repair	31	39
Prostatectomy	31	39
Nasal Surgery	30	38
Bunionectomy	29	36
Removal of Hemorrhoids	29	36
Coronary By-Pass Surgery	27	34
Varicose Vein Stripping	26	33

Administration

Seventy-two companies (90 percent) have a self-insured plan where the company incurs the risk of claims payment. Fifty-three of these companies have stop-loss coverage, which insures the company if costs exceed a predetermined amount.

The vast majority of companies use a third-party administrator or insurance carrier to administer claims. Only six companies handle claims administration internally.

Seventeen companies (22 percent) report that they offer incentives to employees who audit their own medical bills for accuracy. Thirteen of these companies pay the employee 50 percent of any amounts saved through the audits.

Prevention

Many companies sponsor health-related programs for their employees. The most common continue to be Employee Assistance Programs (34 companies), Smoking Cessation Programs (25 companies), Blood Pressure Checks (22 companies), and CPR Training (22 companies). The prevalence of the various programs is shown in the chart on the following page.

PREVALENCE OF COMPANY-SPONSORED HEALTH PROGRAMS

PROGRAM	NUMBER OF COMPANIES	PERCENT OF TOTAL
Employee Assistance Program	34	43%
Smoking Cessation	25	31
Blood Pressure Checks	22	28
Cardiopulmonary Resuscitation Training (CPR)	22	28
Health Newsletter	20	25
Alcohol/Drug Abuse Control	18	23
Nutrition/Weight Control	15	19
Exercise/Fitness Program	14	18
Accident Risk Reduction	9	11
Flu Shots	8	10
Stress Management	7	9
Cancer Risk Reduction	4	5
Hypertension Control	4	5
Heart Attack Risk Reduction	3	4

PART III: PERCENT CHANGE IN COMPENSATION
(March 31, 1989 - March 31, 1990)

On average, base salaries rose 5.6 percent during the year March 31, 1989 to March 31, 1990. Total compensation (salaries plus bonuses) increased an average of 7 percent. The rate of change in base salaries has remained relatively constant. The change in total compensation, though down from last year's 8.5 percent, continues to reflect more growth in bonuses than in base salaries.

These percentages are based on a compilation of the change for each survey position reported by the survey participants regardless of whether the position is filled by the same incumbent.

The following chart shows the average percent change in base salary and total compensation for each survey position.

SUMMARY OF PERCENT CHANGE IN COMPENSATION

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			TOTAL COMPENSATION
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
SENIOR EXECUTIVE POSITIONS					
1	Chief Executive Officer	4.5%	6.1%	4.7%	9.0%
2	Chief Operating Officer	8.6	*	10.7	10.2
3	Chief Financial Officer	7.0	7.3	7.0	10.3
4	Top Operating Company Executive	5.2	*	6.2	7.4
5	Top Legal Executive	7.3	*	7.6	7.6
	GROUP AVERAGE	**6.5%**	**6.7%**	**7.2%**	**8.9%**
STAFF POSITIONS -- CORPORATE/OPERATING COMPANY					
6	Controller	5.7%	6.9%	5.9%	6.3%
7	Top Audit Executive	7.7	5.9	7.3	7.7
8	Top MIS Executive	7.6	7.8	7.7	7.2
9	Top Human Resources Executive (With Labor Relations)	5.5	*	5.8	6.8
10	Top Human Resources Executive (Without Labor Relations)	4.3	6.1	4.5	6.5
11	Top Labor Relations Executive	5.2	*	5.3	6.4
12	Training & Management Development Executive	7.8	7.8	7.8	8.1
13	Top Distribution Executive	6.8	*	6.8	7.4
14	Top Construction & Maintenance Executive (With Real Estate)	7.9	*	7.9	11.0
15	Top Construction & Maintenance Executive (Without Real Estate)	6.7	5.5	6.5	7.4
16	Top Real Estate Executive	6.5	*	6.9	9.8
17	Top Security/Loss Prevention Executive	5.1	7.1	5.6	6.0
18	Top Sanitation Executive	5.9	5.7	5.8	8.8
	GROUP AVERAGE	**6.4%**	**6.6%**	**6.5%**	**7.6%**

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*Insufficient data for analysis.

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			TOTAL COMPENSATION
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
MERCHANDISING POSITIONS -- CORPORATE/OPERATING COMPANY					
19	Top Merchandising & Procurement Executive	4.6%	7.6%	4.9%	6.2%
20	Top Advertising Executive	4.9	8.8	5.6	5.1
21	Top Grocery Operations Executive	3.8	*	4.1	5.2
22	Top Meat Operations Executive	5.8	4.9	5.7	6.9
23	Top Produce Operations Executive	7.0	5.3	6.8	7.1
24	Top General Merchandise/Nonfood Operations Executive	4.5	5.3	4.6	5.2
25	Grocery Merchandiser	6.1	2.6	5.4	6.2
26	Meat Merchandiser	6.3	6.2	6.3	6.2
27	Produce Merchandiser	3.8	3.9	3.8	4.4
28	Frozen Foods Merchandiser	5.3	*	4.1	5.7
29	Dairy Merchandiser	8.6	6.0	7.6	9.6
30	Nonfood Merchandiser	5.1	*	3.1	5.7
31	Deli Merchandiser	6.0	3.7	5.5	7.4
32	Bakery Merchandiser	2.9	3.4	3.0	4.4
33	Grocery Buyer	5.6	5.7	5.7	6.6
34	Meat Buyer	4.1	2.9	3.7	5.2
35	Produce Buyer	6.7	3.7	5.7	7.1
36	Frozen Foods Buyer	5.7	3.9	5.0	8.5
37	Dairy Buyer	4.0	3.7	3.9	4.0
38	Nonfood Buyer	5.8	6.2	6.0	8.4
39	Deli Buyer	4.9	6.2	5.4	5.8
40	Bakery Buyer	5.6	*	5.4	7.8
	GROUP AVERAGE	5.3%	5.0%	5.1%	6.3%

---

*Insufficient data for analysis.

SURVEY POSITION		AVERAGE PERCENT CHANGE IN COMPENSATION			
		BASE SALARY			TOTAL COMPENSATION
Number	Title	Bonus Companies	Nonbonus Companies	All Companies	Bonus Companies
STORE OPERATIONS POSITIONS					
41	Top Store Operations Executive	8.4%	*	8.4%	11.9%
42	Top Store Maintenance Executive	3.6	*	4.3	4.8
43	Division General Manager	8.0	*	8.4	11.8
44	Scanning Coordinator	2.3	5.8%	4.1	4.0
45	District Manager	6.0	6.1	6.0	5.8
46	Store Manager	3.6	5.3	3.9	4.8
47	Assistant/Co-Store Manager	3.1	3.1	3.1	4.0
48	Meat Department Manager	4.2	2.5	3.5	4.8
	GROUP AVERAGE	**4.9%**	**4.6%**	**5.2%**	**6.5%**
WAREHOUSE POSITIONS					
49	Warehouse Manager (With Transportation)	4.8%	*	3.7%	4.6%
50	Warehouse Manager (Without Transportation)	4.5	3.4%	4.2	3.7
	GROUP AVERAGE	**4.7%**	**3.4%**	**4.0%**	**4.2%**
DRUG/PHARMACY POSITIONS					
51	Pharmacy Director	4.8%	8.9%	5.4%	7.7%
52	Pharmacist	4.5	6.2	5.6	7.0
53	Assistant/Staff Pharmacist	5.0	6.2	5.8	6.6
	GROUP AVERAGE	**4.8%**	**7.1%**	**5.6%**	**7.1%**
CONSUMER AFFAIRS POSITIONS					
54	Top Consumer Affairs Executive	5.8%	9.6%	7.0%	9.2%
55	Consumer Affairs Specialist/Nutrition Professional/Home Economist	7.4	4.2	5.4	8.1
	GROUP AVERAGE	**6.6%**	**6.9%**	**6.2%**	**8.7%**
	ALL POSITION AVERAGE	**5.6%**	**5.6%**	**5.6%**	**7.0%**

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*Insufficient data for analysis.

Two types of displays are used in this report to present pay level data -- tabular displays and trend lines. Both types complement one another and, when used together, provide a comprehensive analysis of market pay levels.

All compensation levels reported are effective **March 31, 1990.**

TABULAR DISPLAYS

Tabular displays are most useful for giving a detailed picture of how the data is dispersed about the averages, how actual salaries compare to established salary ranges, and how bonus amounts relate to salary levels.

For each survey position, tabular displays show the compensation data as reported by each company. The data is categorized within scope/size groups to allow for comparison with positions in similar companies. In order to maintain the confidentiality of the participants, data within each scope category are arranged in descending order based solely on salary and not in relation to the size of the company.

Food Marketing Institute
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($ MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES			
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9 to $500.0								
	NO IN POSITION: 18							
$741.3	WEIGHTED GROUP AVG:	$71.7	$11.2	$82.9	$61.2			

Scope: A relevant measure of position responsibility (i.e., company sales, number of stores, etc.).

The Group Average is weighted by the number of incumbents.

Reports To: Title of position to which the survey position reports.

Number in Position: The total number of incumbents.

Bonus Companies' Salary, Bonus, and Total Compensation: The annual salary rate in effect as of March 31, 1990, bonus paid in 1990 (for 1989 performance), and total compensation (salary plus bonus). Incumbents eligible for bonus are included here even when a bonus was not awarded.

The Group Average is weighted by the number of incumbents.

Nonbonus Companies' Salary: The annual salary rate in effect as of March 31, 1990.

The Group Average is weighted by the number of incumbents.

Salary Range Minimum, Midpoint or "Control Point," and Maximum: The established salary range of the position, if covered by a formal salary structure.

Food Marketing Institute
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER
Region #1 - Northeast

SCOPE AVG. WEEKLY STORE SALES ($ THOU)	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX	# of Days	# of Nights	# of Hours	# of Sundays	Sun. Pay	Hol. Pay
$350.0 And Above													
NO IN POS: 527													
$506.4	WT'D AVG: $50.2	$ 7.5	$57.7	$59.9									

Number of Days: Average number of days worked per week (excluding Sunday).

Number of Nights: Average number of nights worked per week.

Number of Hours: Average total hours worked per week (excluding Sunday).

Number of Nights: Average number of Sundays worked per week.

Sunday Pay and Holiday Pay: Sunday and Holiday pay policy code A-G or per day dollar amount.

Codes:

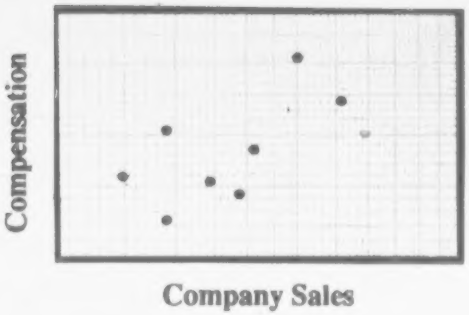
A	No additional compensation -- compensatory time off.
B	No additional compensation -- open Sundays.
C	Not applicable -- closed Sundays/Holidays.
D	Straight time pay.
E	Time and one-half (1.5 x) pay.
F	Double time (2 x) pay.
G	Triple time (3 x) pay.

TREND LINES

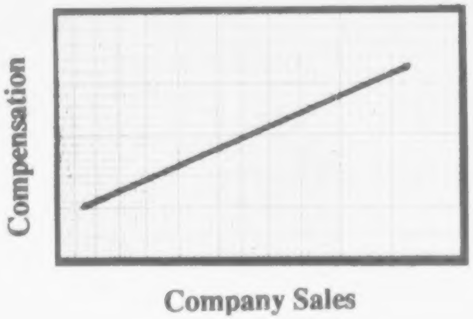
Some companies are reluctant to use trend lines because they do not show the actual data that have been reported. Trend lines, however, are useful for analyzing the full range of data, and they tend to compensate better than tabular displays for one or two data points which may deviate significantly from the rest of the data.

The trend line provides a relative measure of the relationship between size (scope) and compensation. The actual data points (compensation in relation to scope) for each company are analyzed using a statistical technique called regression analysis to develop the "line of best fit" through all of the points. The following illustration shows this process.

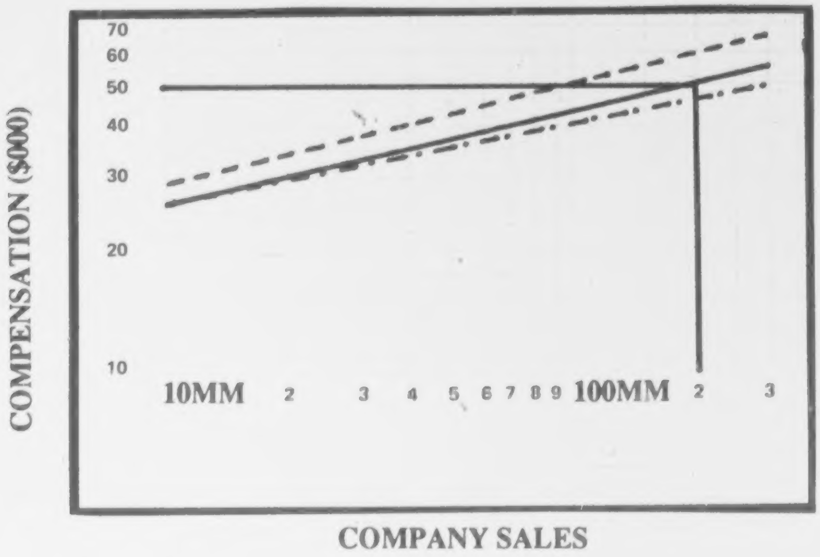
If actual pay rates, in relation to company sales, are plotted as points on a graph, the resulting scattergram may look like the following:



The regression equation is used to draw the "line of best fit" (i.e., that straight line which will minimize the squared distance between each point and the trend line).



All data have been transformed to the logarithmic scale because it more accurately shows the relationship between compensation and scope. The following example illustrates the way trend lines are presented in this report.



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp ------		
Nonbonus Co's Salary -.-.-.		

The **Bonus Co's Salary** line shows base salary for bonus-eligible positions. The **Bonus Co's Total Comp** line shows total compensation (salary plus bonus) for bonus-eligible positions. The **Nonbonus Co's Salary** line shows salary for positions which are not bonus eligible.

The horizontal axis labels are:		
	M	indicates Thousands
	MM	indicates Millions
	B	indicates Billions

The trend line is read by finding the relevant scope (e.g., sales volume) on the horizontal axis and the corresponding compensation figure on the vertical axis. In the above example, company sales of $200MM relates to an average base salary of $50,000 for bonus-paying companies. The trend line exhibits also provide two statistical measures -- the coefficient of determination and the standard error. These statistics explain the impact of the scope measure as a predictor of compensation. The following charts are guides in reading the trend lines.

GUIDE TO DETERMINING USEFULNESS OF TREND LINE ANALYSIS

COEFFICIENT OF DETERMINATION measures the variation in compensation that is explained by the scope.

IF COEFFICIENT OF DETERMINATION IS:	THE PERCENT OF VARIATION IN COMPENSATION WHICH IS EXPLAINED BY SCOPE IS:
.90 - 1.00	90 - 100%
.80 - .89	80 - 89
.70 - .79	70 - 79
.60 - .69	60 - 69
.50 - .59	50 - 59
.40 - .49	40 - 49
.30 - .39	30 - 39
.20 - .29	20 - 29
.10 - .19	10 - 19

STANDARD ERROR measures the scatter or dispersion of points about the trend line.

IF STANDARD ERROR IS:	MOST OF THE DATA FALLS WITHIN ± THIS PERCENT ABOUT THE LINE
1.00 - 1.10	0 - 10%
1.11 - 1.20	11 - 20
1.21 - 1.30	21 - 30
1.31 - 1.40	31 - 40
1.41 - 1.50	41 - 50
1.51 - 1.60	51 - 60
1.61 - 1.70	61 - 70
1.71 - 1.80	71 - 80
1.81 - 1.90	81 - 90

COEFFICIENT OF DETERMINATION	STANDARD ERROR			
	1.0 - 1.2	1.2 - 1.4	1.4 - 1.6	1.6 and Above
.64 - 1.00	**EXCELLENT:** Use with confidence.	**VERY GOOD:** Use with confidence.	**GOOD:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** To much variability about the line.
.36 - .64	**VERY GOOD:** Use with confidence.	**GOOD:** Use with confidence.	**ACCEPTABLE:** Use with caution since there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.
.16 - .36	**GOOD:** Use with confidence. Points are clustered about the line but scope is not a predictor of compensation level.	**GOOD:** Use with caution, since scope only partially predicts compensation level and there is a moderate degree of variability about the line.	**NOT GOOD:** Scope only partially predicts compensation levels and there is a high degree of variability about the line.	**NOT GOOD:** Too much variability about the line.

In conducting this survey, we obtained data for scope measures which we believed, based upon previous analysis, provided the best prediction of compensation levels for a given position. Where such a predictive relationship does not exist this year, the trend line is not constructed for that scope measure. Additionally, trend lines are not shown where there are insufficient data.

GEOGRAPHIC ANALYSIS

For **Merchandisers and Buyers, Division, District, and Store Management positions**, participants were asked to provide data on each position within five geographic regions. Where there are sufficient data, analyses have been provided for the following geographic areas.

REGION 1 -- NORTHEAST:	Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
REGION 2 -- NORTHEAST CENTRAL:	Illinois, Indiana, Michigan, Ohio, Wisconsin
REGION 3 -- WEST CENTRAL:	Arizona, Arkansas, Colorado, Idaho, Iowa, Kansas, Louisiana, Minnesota, Missouri, Montana, Nebraska, Nevada, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming
REGION 4 -- SOUTHEAST:	Alabama, Delaware, District of Columbia, Florida, Georgia, Kentucky, Maryland, Mississippi, North Carolina, Puerto Rico, South Carolina, Tennessee, Virginia, West Virginia
REGION 5 -- PACIFIC:	Alaska, California, Hawaii, Oregon, Washington

NATIONAL ANALYSIS

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	BOARD OF DIR.	$700.0	$401.0	$1101.0		$563.3	$776.4	$989.6
	BOARD OF DIR.	670.0	647.7	1317.7				
	BOARD OF DIR.	650.0	450.0	1100.0				
	BOARD OF DIR.	605.0	328.0	933.0		360.8	451.0	541.2
	BOARD OF DIR.	555.6	664.9	1220.5				
	BOARD OF DIR.	550.0	330.0	880.0				
	BOARD OF DIR.	520.0	235.4	755.4				
	BOARD OF DIR.	483.6	183.8	667.4				
	BOARD OF DIR.	475.0	125.2	600.2		349.4	465.9	582.4
	BOARD OF DIR.	450.0	180.0	630.0				
	BOARD OF DIR.	450.0	350.0	800.0				
	BOARD OF DIR.	400.0	195.0	595.0				
		300.0	70.0	370.0				
	BOARD OF DIR.	279.9	0.0	279.9				
	NO IN POSITION:	14						
$ 7138.2	WEIGHTED GROUP AVG:	$506.4	$297.2	$803.6				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	BOARD OF DIR.	$450.0	$ 36.0	$486.0				
TO	BOARD OF DIR.	412.0	107.1	519.1		$291.8	$374.9	$458.1
$1000.0	BOARD OF DIR.	375.0	0.0	375.0				
	BOARD OF DIR.	375.0	75.0	450.0				
	BOARD OF DIR.	350.0	45.0	395.0				
	BOARD OF DIR.	347.0	55.0	402.0				
	BOARD OF DIR.	321.0	437.3	758.3				
	BOARD OF DIR.	300.0	65.0	365.0				
	BOARD OF DIR.	287.4	275.0	562.4		186.0	233.3	280.0
	BOARD OF DIR.	257.0	128.5	385.5				
		250.0	0.0	250.0				
	BOARD OF DIR.	244.0	81.0	325.0				
	BOARD OF DIR.	178.0	30.6	208.6		145.0	165.0	185.0
	BOARD OF DIR.	166.0	132.8	298.8				
	BOARD OF DIR.	147.8	77.6	225.4				
	NO IN POSITION: 15							
$ 1619.8	WEIGHTED GROUP AVG:	$297.3	$103.1	$400.4				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	BOARD OF DIR.	$550.0	$ 0.0	$550.0				
TO	BOARD OF DIR.	325.0	60.0	385.0				
$500.0	BOARD OF DIR.	295.0	150.0	445.0				
	BOARD OF DIR.				$287.0			
	BOARD OF DIR.	284.6	183.4	468.0		$196.0	$254.0	$313.6
	BOARD OF DIR.	275.0	0.0	275.0				
	BOARD OF DIR.	275.0	206.2	481.2		268.4	335.6	402.7
	BOARD OF DIR.	267.1	66.8	333.9				
	BOARD OF DIR.	243.0	0.0	243.0		237.0	296.3	355.5
	BOARD OF DIR.	235.0	117.5	352.5		190.6	247.8	305.0
	BOARD OF DIR.	220.0	0.0	220.0				
	BOARD OF DIR.	200.0	117.6	317.6				
	BOARD OF DIR.	195.5	30.1	225.6				
	BOARD OF DIR.	195.0	189.5	384.5		182.9	224.0	265.2
	BOARD OF DIR.	95.1	11.4	106.5				
	BOARD OF DIR.	67.6	360.4	428.0				
	NO IN POSITION: 16							
$ 734.0	WEIGHTED GROUP AVG:	$248.2	$ 99.5	$347.7	$287.0			

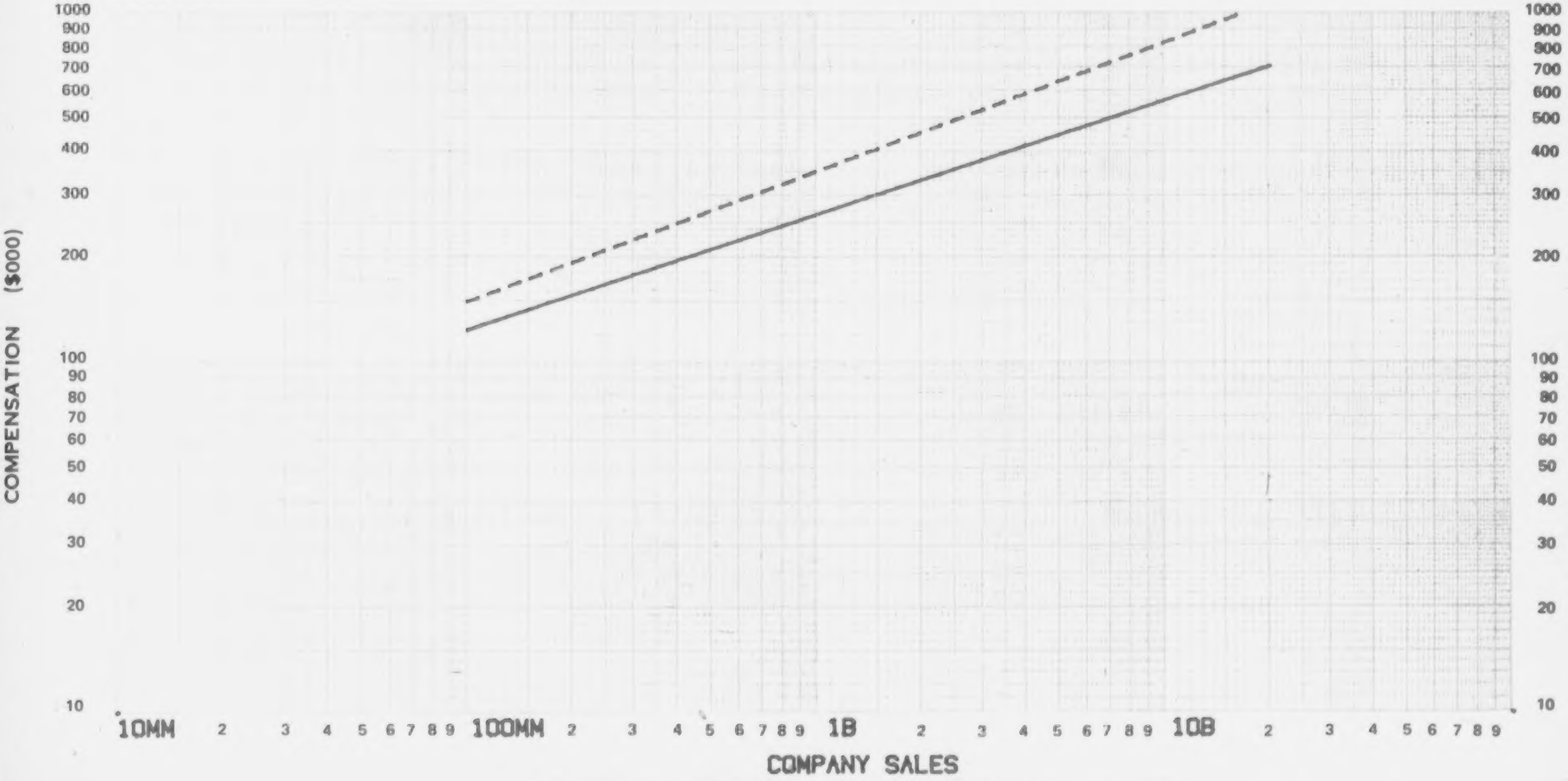
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 1 - CHIEF EXECUTIVE OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	BOARD OF DIR.	$515.0	$ 0.0	$515.0		$412.5	$550.0	$687.5
AND BELOW	BOARD OF DIR.	270.0	30.0	300.0				
	BOARD OF DIR.				$260.0			
	BOARD OF DIR.	255.0	100.0	355.0				
	BOARD OF DIR.	240.4	22.9	263.3				
					234.0			
	BOARD OF DIR.	202.8	72.0	274.8				
	BOARD OF DIR.	200.0	672.9	872.9				
	BOARD OF DIR.	155.9	20.1	176.0				
	BOARD OF DIR.	145.0	43.4	188.4				
		110.4	0.0	110.4				
	BOARD OF DIR.	110.0	19.0	129.0				
	BOARD OF DIR.				82.2			
	BOARD OF DIR.				65.0			
	NO IN POSITION:	14						
$ 230.7	WEIGHTED GROUP AVG:	$220.5	$ 98.0	$318.5	$160.3			
	NO IN POSITION:	59						
$ 2359.4	POSITION AVERAGE:	$323.6	$151.5	$475.1	$185.6			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.62	1.33
Bonus Co's Total Comp	- - - - - -	0.58	1.44
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #1 - CHIEF EXECUTIVE OFFICER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

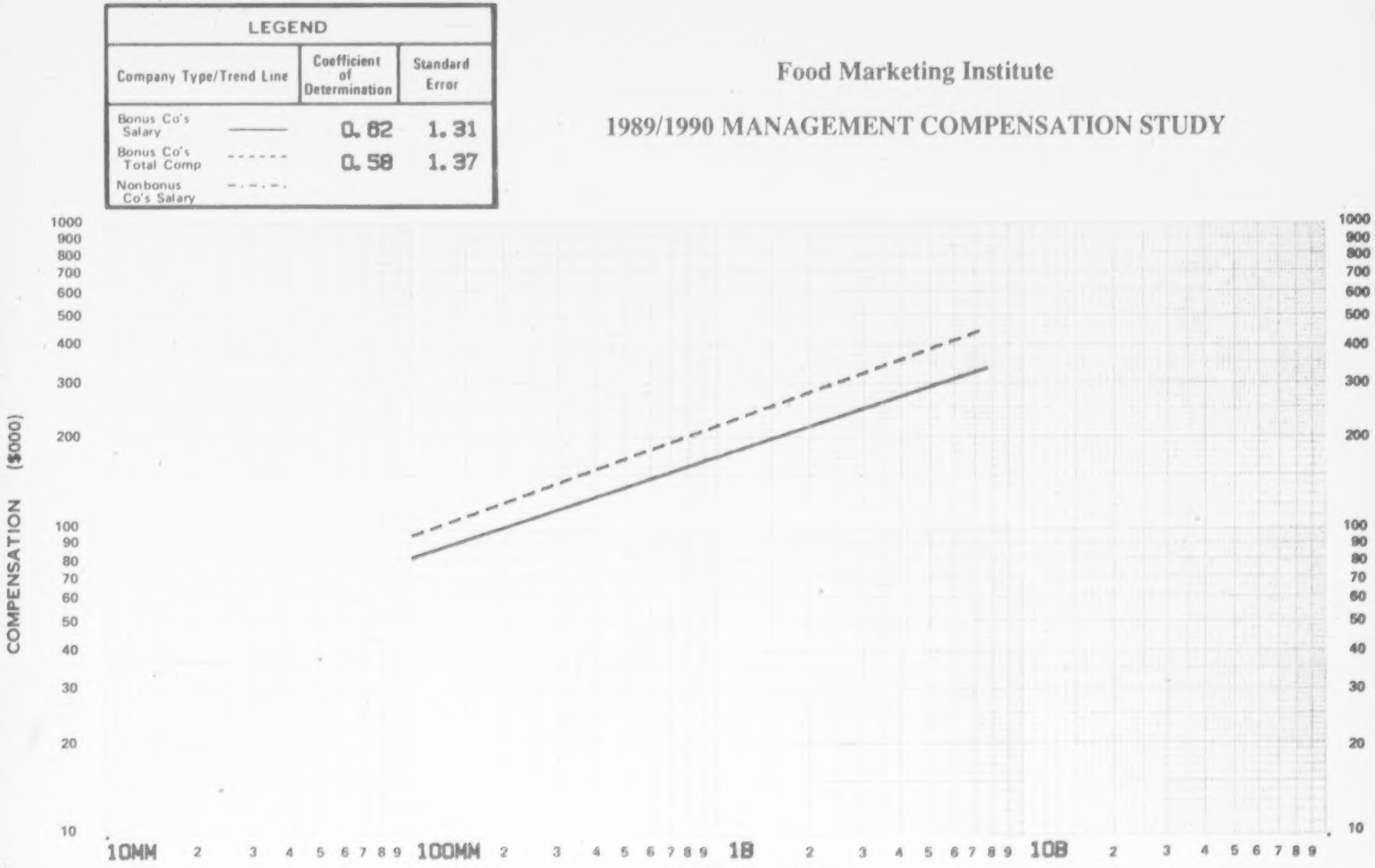
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$500.0	$300.0	$800.0				
	CEO/PRESIDENT	420.0	220.0	640.0				
	CEO/PRESIDENT	400.0	229.3	629.3		$368.9	$504.2	$639.5
	CEO/PRESIDENT	350.0	0.0	350.0		227.7	303.5	379.4
	CEO/PRESIDENT	300.0	79.9	379.9				
		300.0	65.0	365.0				
	CEO/PRESIDENT	239.5	80.0	319.5				
	CEO/PRESIDENT	180.0	175.0	355.0				
	CEO/PRESIDENT	123.4	224.6	348.0				
	NO IN POSITION:	9						
$ 6867.0	WEIGHTED GROUP AVG:	$312.5	$152.7	$465.2				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 2 - CHIEF OPERATING OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$325.0	$ 26.0	$351.0				
TO	CEO/PRESIDENT	300.0	0.0	300.0				
$750.0	CEO/PRESIDENT	255.0	357.8	612.8				
	CEO/PRESIDENT	255.0	43.0	298.0		$229.6	$298.5	$367.4
	CEO/PRESIDENT	255.0	50.0	305.0				
	CEO/PRESIDENT	243.0	63.1	306.1		207.9	265.0	322.2
	CEO/PRESIDENT	206.0	69.0	275.0				
	CEO/PRESIDENT	200.0	0.0	200.0		175.1	218.9	262.7
	CEO/PRESIDENT	190.0	94.6	284.6		207.3	277.1	346.9
	CEO/PRESIDENT	162.2	53.2	215.4				
	CEO/PRESIDENT	155.0	25.0	180.0				
	CEO/PRESIDENT	149.0	30.0	179.0				
	CEO/PRESIDENT	123.0	100.0	223.0		117.4	143.8	170.2
	NO IN POSITION:	13						
$ 1473.4	WEIGHTED GROUP AVG:	$216.8	$ 70.1	$286.9				
$749.9	CEO/PRESIDENT	$450.0	$ 0.0	$450.0		$337.5	$450.0	$562.5
AND BELOW	CEO/PRESIDENT	275.0	82.5	357.5				
	CEO/PRESIDENT				$208.0			
	CEO/PRESIDENT	200.0	678.4	878.4				
	CEO/PRESIDENT				166.4			
	CEO/PRESIDENT				155.0			
	CEO/PRESIDENT	149.0	20.0	169.0				
	CEO/PRESIDENT	147.2	18.3	165.5				
	CEO/PRESIDENT	110.0	25.0	135.0				
	CEO/PRESIDENT	108.9	12.5	121.4				
		97.0	24.3	121.3				
	CEO/PRESIDENT	88.4	10.6	99.0				
	NO IN POSITION:	12						
$ 363.4	WEIGHTED GROUP AVG:	$180.6	$ 96.9	$277.5	$176.5			
	NO IN POSITION:	34						
$ 2509.4	POSITION AVERAGE:	$234.1	$101.8	$335.9	$176.5			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #2 - CHIEF OPERATING OFFICER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$400.0	$229.3	$629.3		$368.9	$504.2	$639.5
	CEO/PRESIDENT	270.0	42.2	312.2		169.6	226.1	282.7
	CEO/PRESIDENT	256.5	294.5	551.0				
	CEO/PRESIDENT	250.0	0.0	250.0				
	CEO/PRESIDENT	220.0	110.3	330.3				
	CEO/PRESIDENT	211.0	54.9	265.9		154.8	189.3	223.8
	EXEC. V.P.	200.0	113.9	313.9				
	CEO/PRESIDENT	185.0	92.5	277.5				
		180.0	45.0	225.0				
	CEO/PRESIDENT	155.0	150.0	305.0				
	CEO/PRESIDENT	126.5	31.1	157.6				
	CEO/PRESIDENT	120.0	0.0	120.0				
	NO IN POSITION:	12						
$ 6656.9	WEIGHTED GROUP AVG:	$214.5	$ 97.0	$311.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

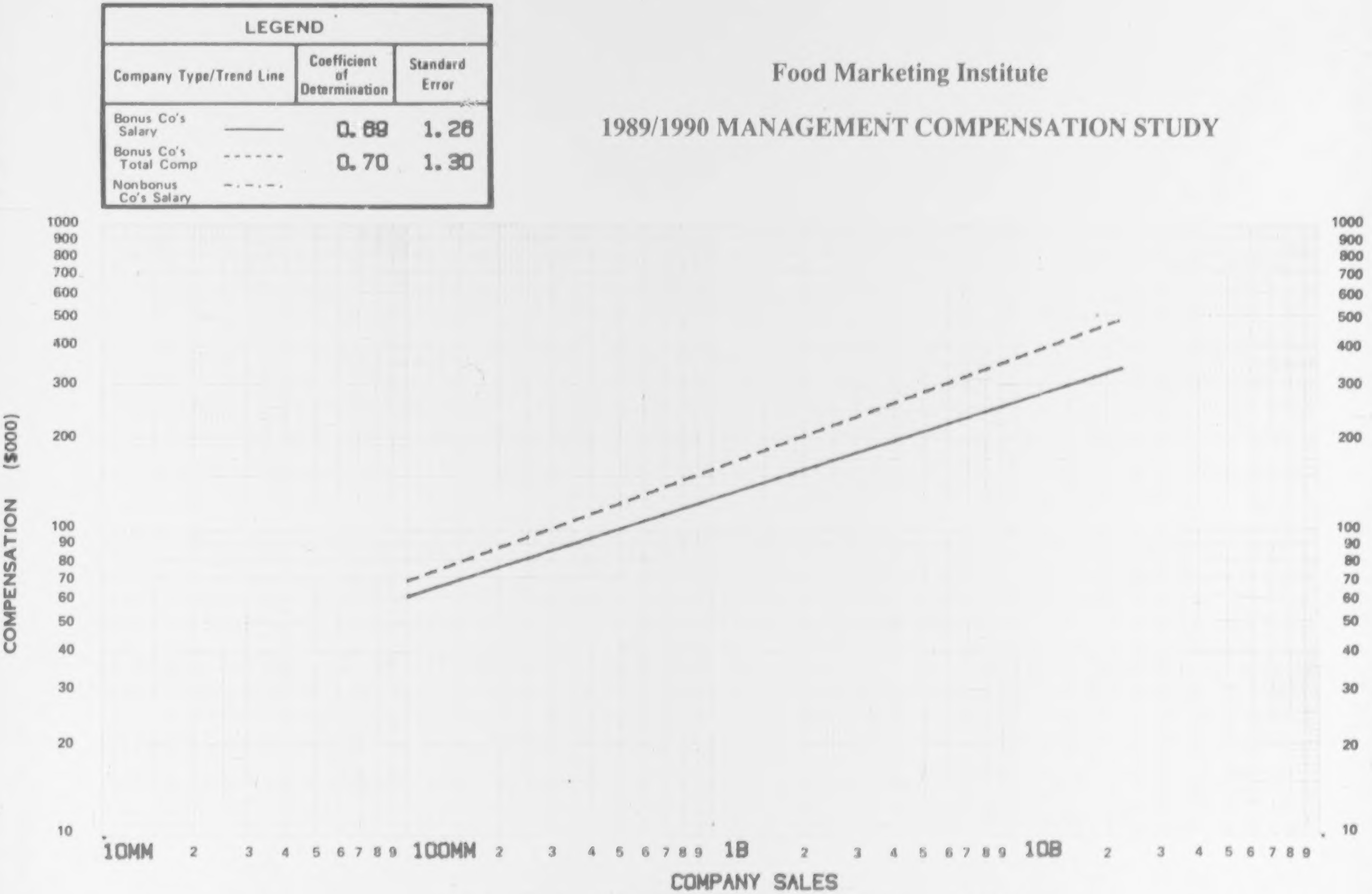
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$220.0	$ 0.0	$220.0				
TO	CEO/PRESIDENT	180.0	46.8	226.8		$117.9	$147.9	$178.0
$1000.0	CEO/PRESIDENT	167.5	30.0	197.5				
	CEO/PRESIDENT	160.0	34.0	194.0				
	C.O.O.	157.0	53.0	210.0				
	CEO/PRESIDENT	154.5	0.0	154.5				
	CEO/PRESIDENT	154.0	69.9	223.9		110.0	138.0	165.6
	CEO/PRESIDENT	146.0	58.4	204.4				
	CEO/PRESIDENT	135.0	25.0	160.0				
	CEO/PRESIDENT	134.0	22.9	156.9		125.0	140.0	150.0
	C.O.O.	125.0	10.0	135.0		91.9	119.4	147.0
	CEO/PRESIDENT	80.1	22.4	102.5				
	NO IN POSITION:	12						
$ 1585.6	WEIGHTED GROUP AVG:	$151.1	$ 31.0	$182.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	CEO/PRESIDENT	$175.0	$ 0.0	$175.0				
	CEO/PRESIDENT	165.0	71.0	236.0				
	C.O.O.	146.0	173.8	319.8				
	EXEC. V.P.	142.6	71.3	213.9				
	CEO/PRESIDENT	142.1	109.4	251.5		$118.3	$153.0	$189.4
	CEO/PRESIDENT				$141.0			
	CEO/PRESIDENT	130.0	30.0	160.0		91.3	117.8	135.9
	CEO/PRESIDENT	130.0	65.0	195.0		114.5	143.1	171.8
	CEO/PRESIDENT	130.0	0.0	130.0		101.7	127.1	152.5
	CEO/PRESIDENT	128.5	22.0	150.5				
	CEO/PRESIDENT	113.2	7.5	120.7		100.9	126.2	151.4
	CEO/PRESIDENT	105.0	15.0	120.0				
	CEO/PRESIDENT	105.0	41.2	146.2				
	C.O.O.	99.5	41.9	141.4		103.6	134.0	164.2
	CEO/PRESIDENT	95.0	0.0	95.0				
	CEO/PRESIDENT	88.0	0.0	88.0				
	CEO/PRESIDENT	87.0	20.5	107.5				
	CEO/PRESIDENT	83.2	9.9	93.1				
	CEO/PRESIDENT	81.5	38.0	119.5		78.2	95.8	113.4
	BOARD OF DIR.	41.6	137.8	179.4				
	NO IN POSITION:	20						
$ 745.7	WEIGHTED GROUP AVG:	$115.2	$ 44.9	$160.1	$141.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 3 - CHIEF FINANCIAL OFFICER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	CEO/PRESIDENT	$265.0	$ 0.0	$265.0		$193.4	$257.8	$322.3
AND BELOW	CEO/PRESIDENT	160.0	48.0	208.0				
	CEO/PRESIDENT				$156.0			
	CEO/PRESIDENT	90.0	22.0	112.0				
	BOARD OF DIR.				90.0			
	CEO/PRESIDENT	84.8	22.9	107.7				
	EXEC. V.P.				71.6			
	C.O.O.				70.2			
	CEO/PRESIDENT	68.3	25.0	93.3				
	CEO/PRESIDENT	64.0	7.0	71.0				
	BOARD OF DIR.	56.9	1.5	58.4				
	CEO/PRESIDENT				49.3			
	C.O.O.	46.8	9.7	56.5				
	NO IN POSITION: 13							
$ 262.5	WEIGHTED GROUP AVG:	$104.5	$ 17.0	$121.5	$ 87.4			
	NO IN POSITION: 57							
$ 2056.8	POSITION AVERAGE:	$145.3	$ 49.6	$194.9	$ 96.4			



SURVEY POSITION #3 - CHIEF FINANCIAL OFFICER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT	$450.0	$376.5	$826.5				
	CEO/PRESIDENT	335.0	162.5	497.5				
	C.O.O.	268.0	21.0	289.0		$108.4	$142.2	$176.3
	CEO/PRESIDENT	260.0	40.0	300.0				
	CEO/PRESIDENT	185.5	129.9	315.4		159.5	213.2	266.8
	CEO/PRESIDENT	140.8	0.0	140.8				
	C.O.O.	135.0	0.0	135.0				
	C.O.O.	126.0	55.0	181.0		114.2	142.7	171.2
	CEO/PRESIDENT	125.0	21.4	146.4		120.0	130.0	140.0
	CEO/PRESIDENT	122.7	56.9	179.6				
	CEO/PRESIDENT	100.0	40.0	140.0				
	SENIOR V.P.	90.4	9.7	100.1		61.6	80.0	98.3
	C.O.O.	90.0	30.0	120.0				
	NO IN POSITION:	18						
$ 1962.9	WEIGHTED GROUP AVG:	$167.6	$ 56.5	$224.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 4 - TOP OPERATING COMPANY EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9 AND BELOW	CEO/PRESIDENT	$200.0	$ 0.0	$200.0				
	CEO/PRESIDENT				$153.0			
	CEO/PRESIDENT	135.0	0.0	135.0				
	C.O.O.	131.0	37.8	168.8				
	CEO/PRESIDENT	130.0	40.0	170.0				
	CEO/PRESIDENT	130.0	39.0	169.0		$106.0	$136.8	$167.5
	CEO/PRESIDENT	125.0	56.1	181.1				
	CEO/PRESIDENT	110.5	25.0	135.5				
	C.O.O.				104.0			
	CEO/PRESIDENT	102.7	46.9	149.6		91.8	114.7	137.7
	C.O.O.	99.4	13.3	112.7				
	EXEC. V.P.				98.7			
	CEO/PRESIDENT	95.0	15.0	110.0				
	CEO/PRESIDENT	90.5	22.9	113.4				
	CEO/PRESIDENT	83.6	95.8	179.4				
	CEO/PRESIDENT	73.2	25.0	98.2				
	NO IN POSITION: 22							
$ 572.6	WEIGHTED GROUP AVG:	$114.0	$ 35.9	$149.9	$114.9			
	NO IN POSITION: 40							
$ 1198.3	POSITION AVERAGE:	$140.8	$ 46.2	$187.0	$114.9			

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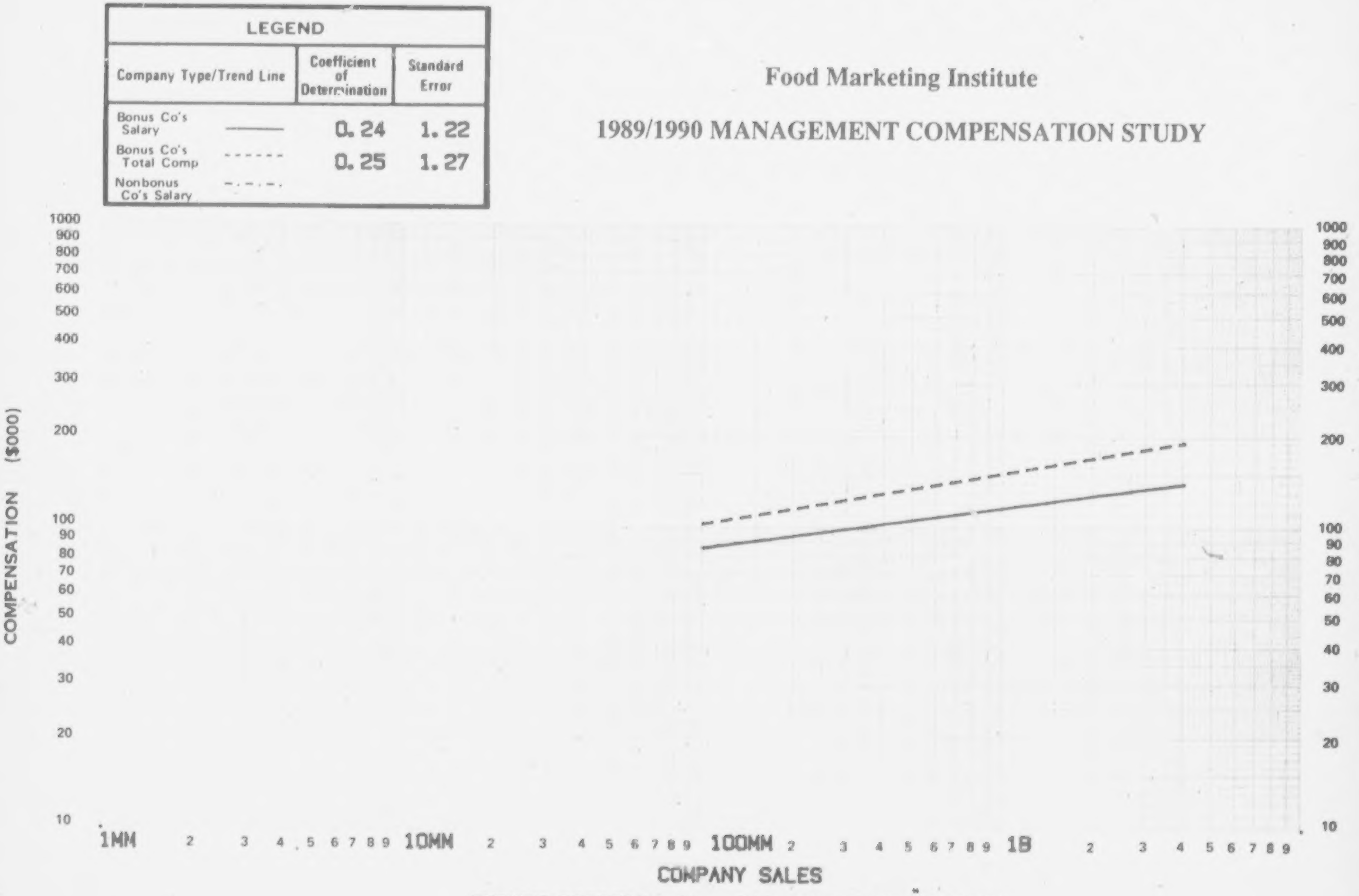
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #4 - TOP OPERATING COMPANY EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0	CEO/PRESIDENT	$300.0	$ 0.0	$300.0		$210.5	$283.8	$357.4
AND ABOVE	CEO/PRESIDENT	240.0	0.0	240.0				
	EXEC. V.P.	176.5	104.7	281.2				
	CEO/PRESIDENT	170.0	85.0	255.0				
	CEO/PRESIDENT	151.5	43.0	194.5		115.0	143.8	172.6
		150.0	37.5	187.5				
	EXEC. V.P.	145.0	30.0	175.0		95.0	126.6	158.4
	CEO/PRESIDENT	121.0	224.6	345.6				
	CEO/PRESIDENT	110.0	40.0	150.0		86.8	108.5	130.2
	VICE PRESIDENT				$107.2	64.2	78.5	92.8
	EXEC. V P.	106.3	40.1	146.4				
	NO IN POSITION: 11							
$ 7675.8	WEIGHTED GROUP AVG:	$167.0	$ 60.5	$227.5	$107.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 5 - TOP LEGAL EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	CEO/PRESIDENT				$254.7			
TO	C.O.O.	$146.0	$ 12.0	$158.0		$ 70.0	$ 89.2	$108.5
$1000.0	CEO/PRESIDENT	112.5	45.9	158.4			105.2	
	CEO/PRESIDENT				105.0	91.3	114.1	136.9
	CEO/PRESIDENT	90.0	0.0	90.0				
	CEO/PRESIDENT	88.0	17.7	105.7		56.4	70.5	84.6
	SENIOR V.P.				75.0	62.9	78.0	93.1
	CEO/PRESIDENT	72.5	11.0	83.5				
	SENIOR V.P.	54.9	0.0	54.9		50.0	58.8	67.7
	C.O.O.	49.0	16.0	65.0				
	NO IN POSITION:	10						
$ 1696.9	WEIGHTED GROUP AVG:	$ 87.6	$ 14.6	$102.2	$144.9			
$999.9	CEO/PRESIDENT	$165.0	$ 0.0	$165.0		$152.0	$190.0	$237.5
AND BELOW	CEO/PRESIDENT	157.6	109.4	267.0		118.3	153.0	189.4
	EXEC. V.P.	102.5	30.9	133.4				
	CEO/PRESIDENT	91.0	22.7	113.7		79.0	101.2	123.3
	CEO/PRESIDENT	88.5	53.0	141.5		78.2	95.8	113.4
	CEO/PRESIDENT	80.0	40.0	120.0		86.0	107.6	129.1
	NO IN POSITION:	6						
$ 707.3	WEIGHTED GROUP AVG:	$114.1	$ 42.7	$156.8				
	NO IN POSITION:	27						
$ 3912.8	POSITION AVERAGE:	$129.0	$ 41.9	$170.9	$135.5			

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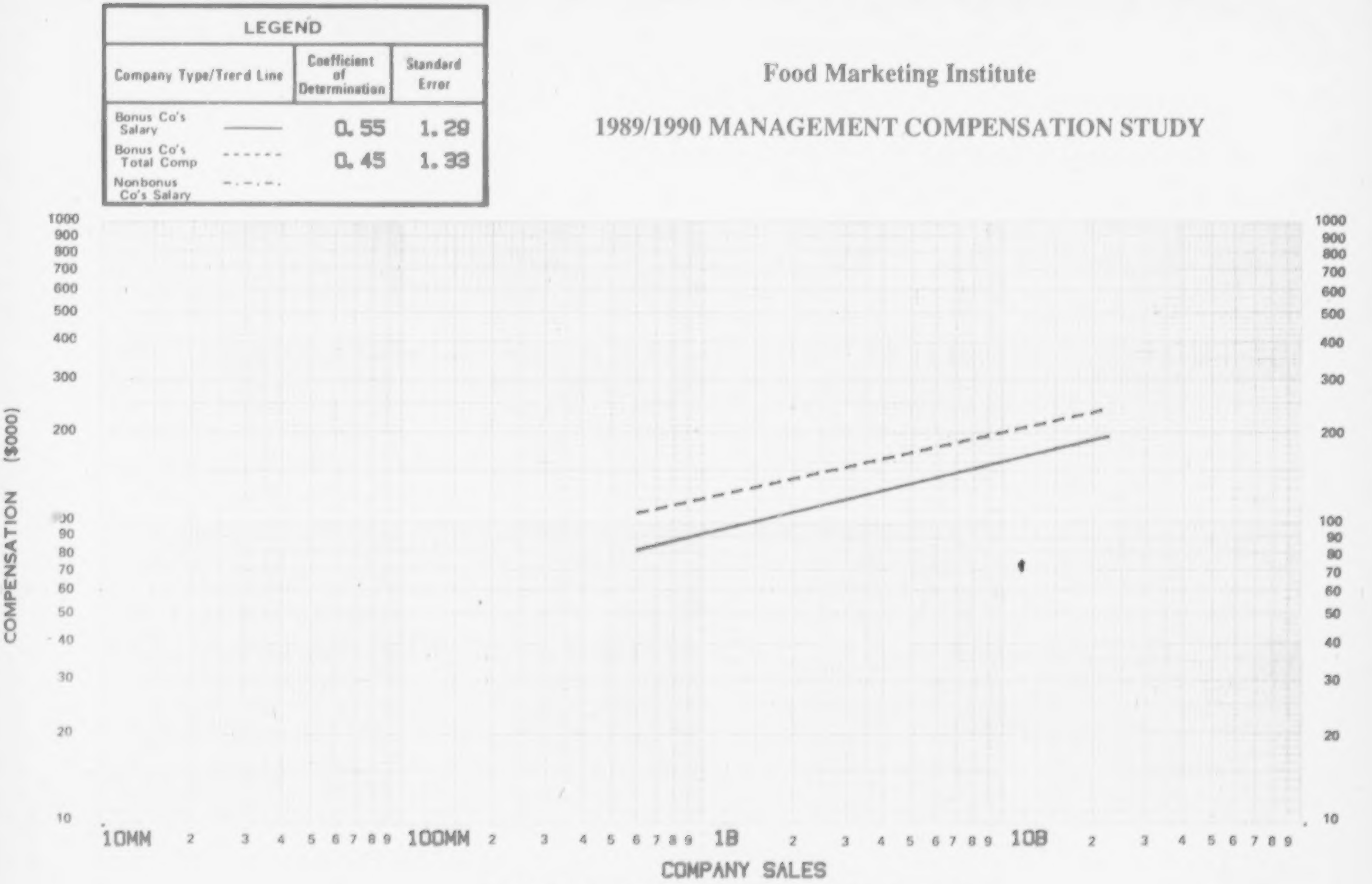
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #5 - TOP LEGAL EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$225.9	$ 0.0	$225.9				
	EXEC. V.P.	132.5	65.5	198.0		$120.8	$160.3	$199.7
	SENIOR V.P.	132.0	45.3	177.3				
	EXEC. V.P.	130.0	23.4	153.4		95.0	126.6	158.4
	SENIOR V.P.	124.5	29.4	153.9		102.3	127.8	153.4
	SENIOR V.P.	122.7	30.3	153.0		85.1	104.0	122.9
	SENIOR V.P.	114.0	42.8	156.8				
	SENIOR V.P.	102.5	20.5	123.0				
	C.O.O.	98.1	19.3	117.4				
	SENIOR V.P.	90.0	26.2	116.2		68.8	87.9	107.1
	SENIOR V.P.	89.6	36.4	126.0		56.8	75.3	93.8
	GROUP EXEC.	85.0	12.8	97.8				
		84.0	21.6	105.6				
	SENIOR V.P.	81.9	49.7	131.6		54.7	68.4	82.1
	EXEC. V.P.	77.0	33.0	110.0		71.9	89.9	107.9
	GROUP EXEC.	44.3	1.8	46.1		38.0	45.0	53.6
	NO IN POSITION:	18						
$ 6480.3	WEIGHTED GROUP AVG:	$101.3	$ 25.6	$126.9				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT				$131.8	$ 91.2	$114.0	$136.8
TO	CEO/PRESIDENT	$112.0	$ 42.3	$154.3		78.0	97.0	116.0
$1000.0	EXEC. V.P.	105.0	43.2	148.2		86.7	108.4	130.1
	SENIOR V.P.	87.4	11.0	98.4				
	SENIOR V.P.	85.0	0.0	85.0				
	VICE PRESIDENT				77.2	51.5	66.7	81.9
	SENIOR V.P.	76.0	10.4	86.4		62.9	78.0	93.1
	EXEC. V.P.	75.0	30.0	105.0				
	VICE PRESIDENT	72.5	15.4	87.9		57.5	76.7	95.9
	SENIOR V.P.	72.0	29.9	101.9		63.7	82.7	101.7
	EXEC. V.P.	72.0	23.0	95.0				
	SENIOR V.P.	70.0	0.0	70.0		87.2	102.6	117.9
	EXEC. V.P.	70.0	5.3	75.3		57.1	72.5	88.0
	EXEC. V.P.	68.5	11.0	79.5				
	C.O.O.	68.0	15.0	83.0				
	SENIOR V.P.	67.0	14.4	81.4				
	SENIOR V.P.	61.0	7.9	68.9		50.0	60.0	70.0
	NO IN POSITION: 17							
$ 1562.1	WEIGHTED GROUP AVG:	$ 77.4	$ 17.3	$ 94.7	$104.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
COMPANY SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$999.9	CEO/PRESIDENT	$ 94.5	$ 18.9	$113.4		$ 68.4	$ 87.6	$106.8
TO	EXEC. V.P.	94.5	23.4	117.9				
$500.0	SENIOR V.P.	85.5	12.8	98.3				
	GROUP EXEC.	85.3	8.5	93.8				
	CEO/PRESIDENT	82.6	0.0	82.6		59.4	74.2	89.0
	SENIOR V.P.	80.8	29.5	110.3		56.1	73.0	89.8
	EXEC. V.P.	78.0	10.0	88.0				
	SENIOR V.P.	70.3	3.9	74.2		62.9	78.6	94.3
	EXEC. V.P.	70.0	0.0	70.0				
	VICE PRESIDENT	69.0	17.3	86.3		53.4	66.8	80.1
	CEO/PRESIDENT	68.5	15.2	83.7				
	VICE PRESIDENT	67.6	18.3	85.9		55.4	70.7	86.0
	SENIOR V.P.				$ 61.2			
	EXEC. V.P.	59.2	3.7	62.9				
	C.O.O.	57.5	14.3	71.8				
	VICE PRESIDENT	54.8	10.0	64.8		58.6	71.8	85.0
	SENIOR V.P.	52.0	5.0	57.0				
	VICE PRESIDENT	48.5	0.0	48.5		46.6	60.9	75.2
	NO IN POSITION: 18							
$ 741.3	WEIGHTED GROUP AVG:	$ 71.7	$ 11.2	$ 82.9	$ 61.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 6 - CONTROLLER

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$499.9 AND BELOW	C.O.O.	$ 76.5	$ 5.0	$ 81.5				
	CEO/PRESIDENT	70.5	0.0	70.5				
	SENIOR V.P.	63.0	23.0	86.0				
	CEO/PRESIDENT				$ 62.5			
	VICE PRESIDENT				62.4			
	CEO/PRESIDENT				62.0			
	VICE PRESIDENT	60.0	15.0	75.0				
	GROUP EXEC.				52.2			
	C.O.O.	48.6	3.0	51.6				
	VICE PRESIDENT				48.3	$ 41.6	$ 49.9	$ 59.8
	VICE PRESIDENT	46.2	4.8	51.0				
	C.O.O.	45.6	5.2	50.8				
	VICE PRESIDENT				39.0			
	BOARD OF DIR.	39.0	48.0	87.0				
	VICE PRESIDENT	35.8	4.4	40.2		27.4	36.1	44.8
	SENIOR V.P.	31.5	3.0	34.5				
	NO IN POSITION:	16						
$ 267.1	WEIGHTED GROUP AVG:	$ 51.7	$ 11.1	$ 62.8	$ 54.4			
	NO IN POSITION:	69						
$ 2330.7	POSITION AVERAGE:	$ 78.7	$ 17.0	$ 95.7	$ 66.3			

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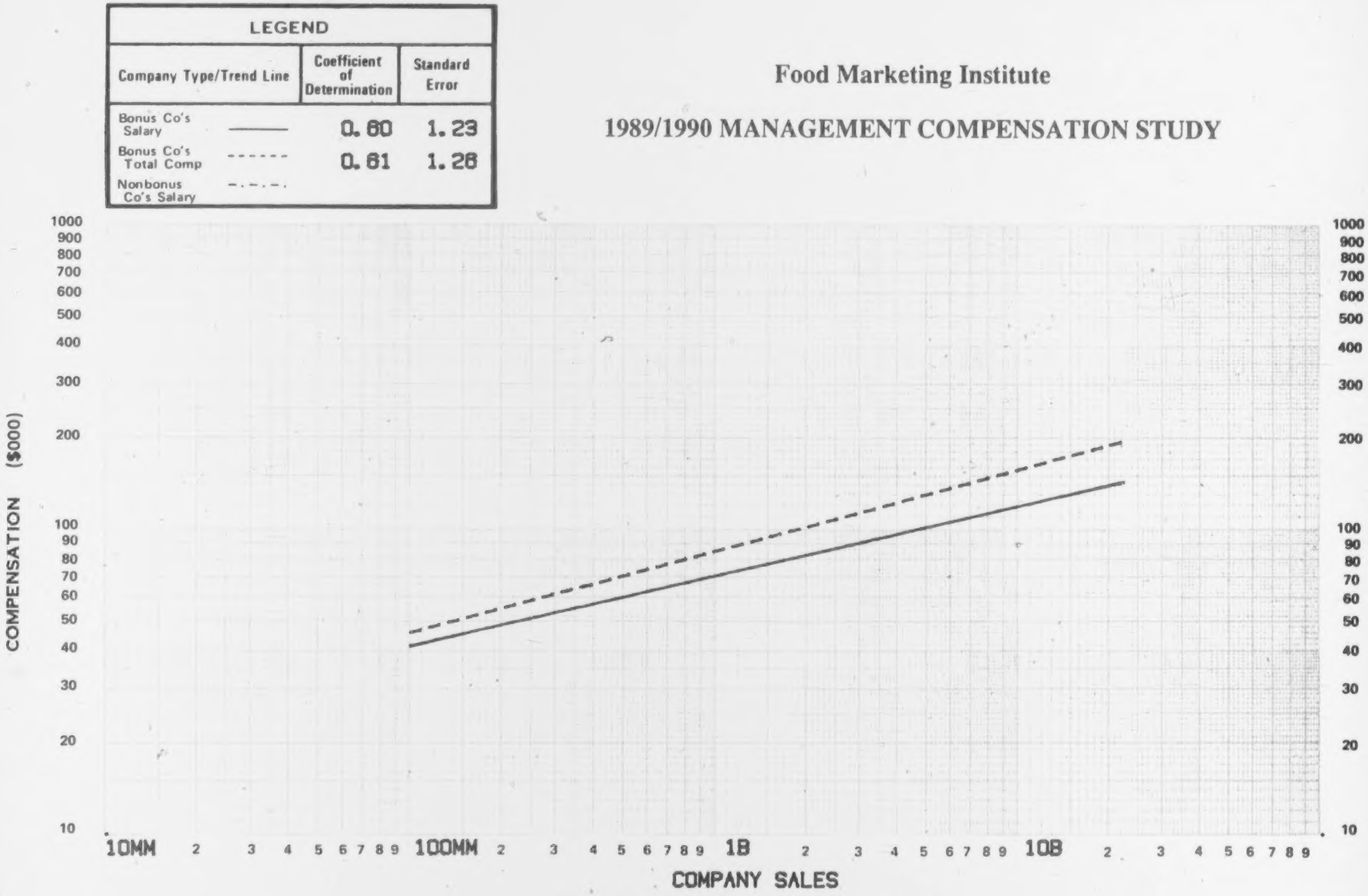
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #6 - CONTROLLER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

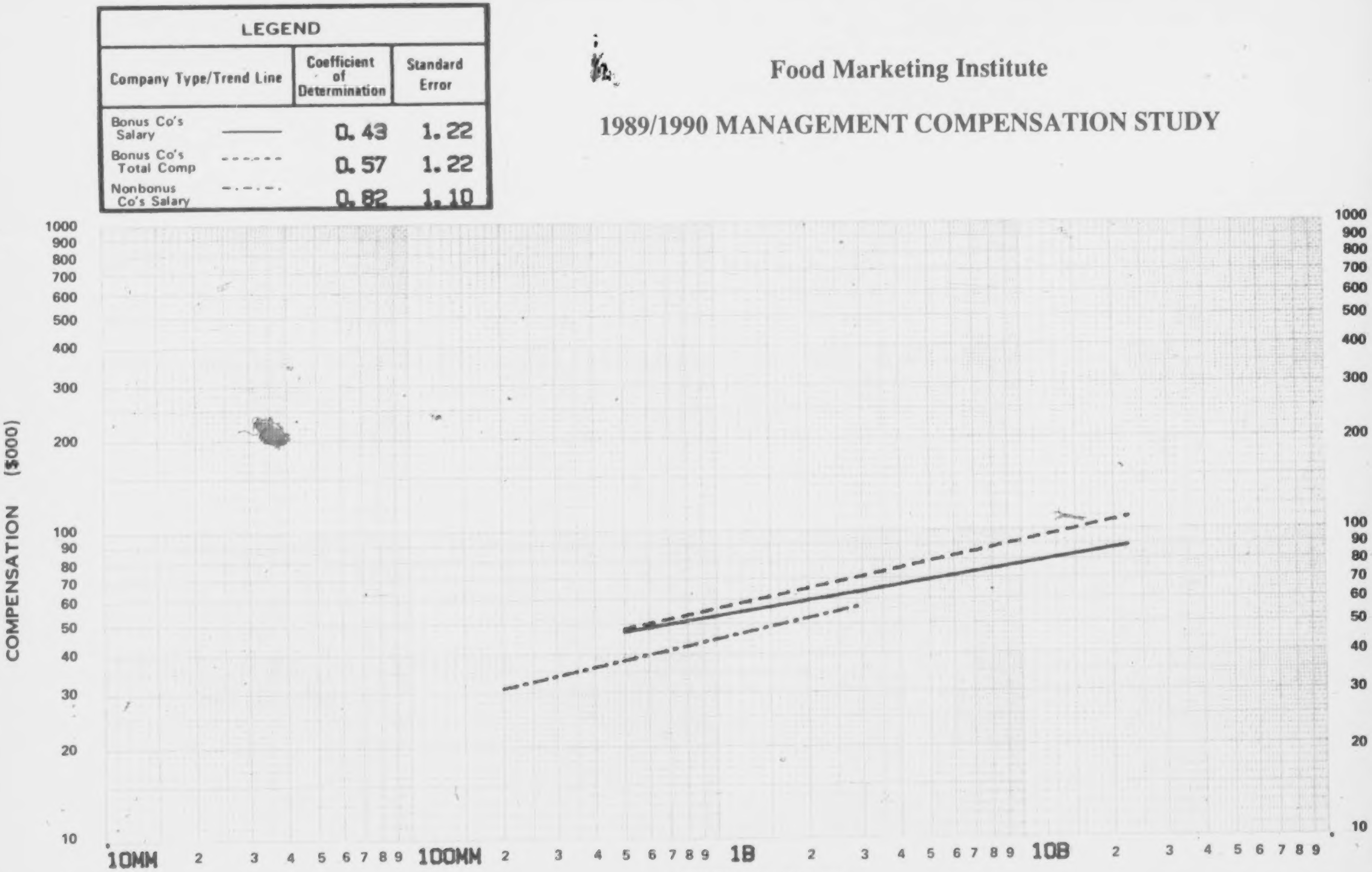
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	SENIOR V.P.	$ 91.2	$ 21.6	$112.8				
	SENIOR V.P.	88.4	12.0	100.4		$ 54.7	$ 68.4	$ 82.1
	EXEC. V.P.	85.0	23.1	108.1		74.2	95.9	117.9
	SENIOR V.P.	77.5	18.0	95.5				
		75.6	21.2	96.8				
	GROUP EXEC.	75.0	3.0	78.0				
	SENIOR V.P.	72.8	8.1	80.9		54.9	68.6	82.3
	SENIOR V.P.	71.5	7.2	78.7		63.0	73.0	83.0
	CEO/PRESIDENT	61.0	0.0	61.0		48.6	60.8	73.0
	EXEC. V.P.	57.0	7.5	64.5		52.2	69.5	87.0
	VICE PRESIDENT	54.0	10.0	64.0				
	NO IN POSITION:	11						
$ 7661.7	WEIGHTED GROUP AVG:	$ 73.5	$ 12.0	$ 85.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 7 - TOP AUDIT EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	SENIOR V.P.	$ 80.2	$ 0.0	$ 80.2				
AND BELOW	SENIOR V.P.	69.8	0.0	69.8		$ 55.5	$ 68.7	$ 82.3
	VICE PRESIDENT	56.0	8.4	64.4		44.1	55.2	66.2
	VICE PRESIDENT				$ 55.0	40.0	51.5	63.0
	EXEC. V.P.	55.0	0.0	55.0				
	VICE PRESIDENT				54.0	43.8	53.6	63.5
	EXEC. V.P.				53.0			
	SENIOR V.P.				52.0	45.4	55.9	66.4
	CEO/PRESIDENT	50.0	0.0	50.0		50.0	58.8	67.7
	EXEC. V.P.	47.7	3.6	51.3		38.3	47.4	56.6
	CEO/PRESIDENT	47.0	7.0	54.0				
	C.O.O.	45.5	4.3	49.8				
	VICE PRESIDENT				45.2	41.4	50.7	60.0
	VICE PRESIDENT				45.1	41.6	49.9	59.8
	SENIOR V.P.				41.7			
	SENIOR V.P.	39.0	4.0	43.0				
	EXEC. V.P.	37.5	4.5	42.0				
	VICE PRESIDENT	35.5	5.7	41.2				
	VICE PRESIDENT				30.4			
	NO IN POSITION:	19						
$ 1198.7	WEIGHTED GROUP AVG:	$ 51.2	$ 3.4	$ 54.6	$ 47.1			
	NO IN POSITION:	30						
$ 3568.5	POSITION AVERAGE:	$ 62.4	$ 7.7	$ 70.1	$ 47.1			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.43	1.22
Bonus Co's Total Comp	- - - - - -	0.57	1.22
Nonbonus Co's Salary	-·-·-·	0.82	1.10

SURVEY POSITION #7 - TOP AUDIT EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0	EXEC. V.P.	$172.5	$ 98.3	$270.8				
AND ABOVE		153.0	38.3	191.3				
	EXEC. V.P.	150.0	50.3	200.3		$120.8	$160.3	$199.7
	SENIOR V.P.	145.0	43.5	188.5				
		138.0	42.0	180.0				
	SENIOR V.P.	137.0	0.0	137.0				
	SENIOR V.P.	137.0	35.0	172.0		102.2	127.8	153.4
	CEO/PRESIDENT	129.5	24.3	153.8				
	SENIOR V.P.	128.8	46.8	175.6				
	CEO/PRESIDENT	121.0	84.2	205.2				
	CEO/PRESIDENT	118.3	40.0	158.3		89.5	111.9	134.3
	C.O.O.	116.1	31.7	147.8		85.1	104.0	122.9
	SENIOR V.P.	116.0	16.6	132.6		87.4	116.5	145.6
	GROUP EXEC.	110.0	40.9	150.9		91.0	117.1	143.1
	CEO/PRESIDENT	104.0	23.0	127.0				
	CEO/PRESIDENT	95.8	0.0	95.8				
	VICE PRESIDENT	84.8	32.6	117.4		90.9	117.5	144.4
	NO IN POSITION: 17							
$ 6503.0	WEIGHTED GROUP AVG:	$126.9	$ 38.1	$165.0				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.				$135.6	$100.3	$125.4	$150.4
TO	CEO/PRESIDENT	$115.5	$ 0.0	$115.5				
$1000.0	SENIOR V.P.	110.0	8.0	118.0				
	SENIOR V.P.	104.5	27.2	131.7		93.3	116.6	140.0
	EXEC. V.P.	99.0	28.2	127.2		71.6	89.5	107.4
	SENIOR V.P.	98.8	45.0	143.8		74.2	95.9	117.9
	VICE PRESIDENT	95.0	45.9	140.9				
	EXEC. V.P.	95.0	0.0	95.0				
	CEO/PRESIDENT				91.0	71.7	89.1	106.6
	SENIOR V.P.	85.0	0.0	85.0				
	SENIOR V.P.	83.0	19.3	102.3				
	EXEC. V.P.	83.0	12.0	95.0				
	CEO/PRESIDENT	82.5	16.0	98.5		75.5	80.5	85.5
	EXEC. V.P.	75.0	21.0	96.0				
	EXEC. V.P.	68.5	5.1	73.6		50.8	65.8	80.9
	SENIOR V.P.	52.5	12.4	64.9				
	VICE PRESIDENT	52.2	10.0	62.2				
	NO IN POSITION:	17						
$ 1560.0	WEIGHTED GROUP AVG:	$ 86.6	$ 16.7	$103.3	$113.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	C.O.O.	$132.3	$ 31.3	$163.6				
TO	CEO/PRESIDENT	100.0	0.0	100.0				
$500.0	SENIOR V.P.	88.5	0.0	88.5		$ 80.8	$100.9	$121.1
	VICE PRESIDENT	85.3	8.5	93.8				
	CEO/PRESIDENT	84.0	20.0	104.0				
	SENIOR V.P.	78.2	29.5	107.7		56.1	73.0	89.8
	SENIOR V.P.	75.0	8.1	83.1		55.4	70.7	86.0
	SENIOR V.P.	70.3	4.1	74.4		58.8	73.4	88.1
	VICE PRESIDENT	70.0	17.5	87.5		64.6	80.8	97.0
	BOARD OF DIR.	68.9	12.8	81.7				
	SENIOR V.P.	68.0	3.0	71.0				
	SENIOR V.P.				$ 67.8			
	CEO/PRESIDENT	66.1	9.4	75.5				
	SENIOR V.P.	64.0	4.0	68.0				
	BOARD OF DIR.				52.0	46.2	56.6	67.0
	SENIOR V.P.	51.5	0.0	51.5		36.0	47.0	58.0
	CEO/PRESIDENT	50.9	3.1	54.0				
	NO IN POSITION:	17						
$ 736.7	WEIGHTED GROUP AVG:	$ 76.9	$ 10.1	$ 87.0	$ 59.9			

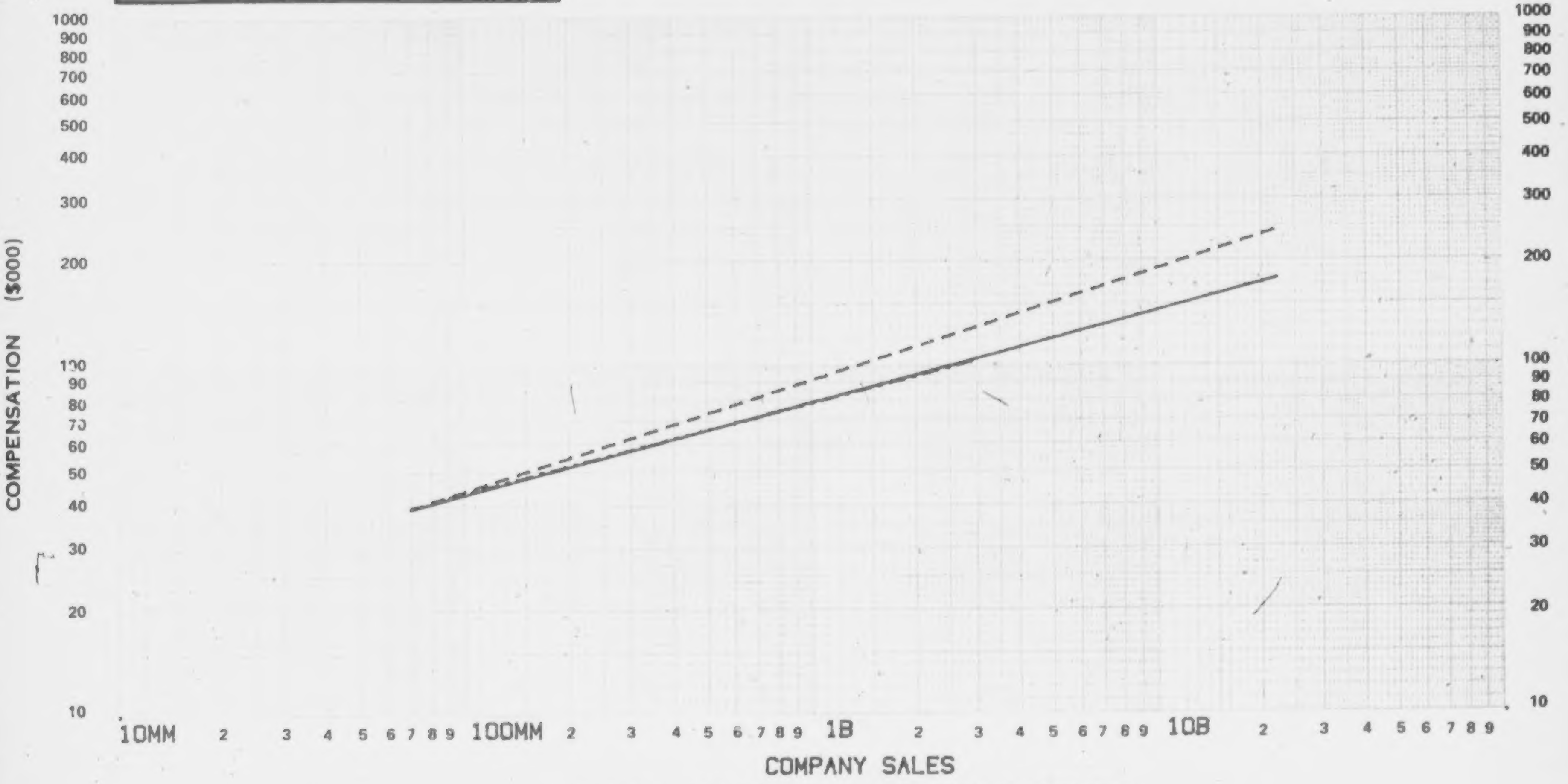
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 8 - TOP MIS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	EXEC. V.P.	$127.5	$ 0.0	$127.5		$ 88.0	$110.0	$137.5
	C.O.O.	100.0	50.0	150.0				
	CEO/PRESIDENT	75.0	12.5	87.5		48.0	72.0	96.0
	VICE PRESIDENT				$ 74.2			
	C.O.O.	57.6	0.0	57.6				
	C.O.O.	52.2	5.0	57.2				
	SENIOR V.P.	49.0	14.0	63.0				
	VICE PRESIDENT				48.8	41.6	49.9	59.8
	CEO/PRESIDENT				44.8			
	GROUP EXEC.				44.7			
	SENIOR V.P.	41.5	2.0	43.5				
	SENIOR V.P.	39.0	7.5	46.5				
	VICE PRESIDENT	38.9	3.2	42.1				
	EXEC. V.P.				38.5			
	GROUP EXEC.	36.4	0.0	36.4		33.2	34.8	36.4
	CEO/PRESIDENT	30.0	1.0	31.0				
	NO IN POSITION:	16						
$ 258.4	WEIGHTED GROUP AVG:	$ 58.8	$ 8.7	$ 67.5	$ 50.2			
	NO IN POSITION:	67						
$ 2294.4	POSITION AVERAGE:	$ 90.6	$ 19.8	$110.4	$ 66.4			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.68	1.23
Bonus Co's Total Comp	- - - - - -	0.69	1.28
Nonbonus Co's Salary	-·-·-·	0.50	1.35



SURVEY POSITION #8 - TOP MIS EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$167.0	$ 56.9	$223.9		$125.7	$157.1	$188.5
	BOARD OF DIR.	155.0	77.5	232.5				
		155.0	38.8	193.8				
	BOARD OF DIR.	120.0	31.1	151.1		124.4	152.1	179.8
	CEO/PRESIDENT	105.3	42.6	147.9		86.8	108.5	130.2
	CEO/PRESIDENT	101.8	118.4	220.2				
	CEO/PRESIDENT	101.4	0.0	101.4				
	NO IN POSITION:	7						
$ 4844.1	WEIGHTED GROUP AVG:	$129.4	$ 52.1	$181.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.				$140.4	$100.3	$125.4	$150.5
TO	CEO/PRESIDENT	$135.0	$ 25.0	$160.0				
$1000.0	CEO/PRESIDENT	125.0	47.6	172.6		88.0	110.0	132.0
	CEO/PRESIDENT	124.0	58.8	182.8				
	CEO/PRESIDENT	107.0	27.8	134.8		93.3	116.6	140.0
	C.O.O.	100.0	7.5	107.5		78.0	100.2	122.5
	VICE PRESIDENT	91.8	15.0	106.8				
	CEO/PRESIDENT	75.0	8.4	83.4		73.4	78.4	88.4
	CEO/PRESIDENT	73.5	7.0	80.5				
	C.O.O.	72.0	23.0	95.0				
	CEO/PRESIDENT	70.1	19.2	89.3				
	NO IN POSITION: 11							
$ 1595.9	WEIGHTED GROUP AVG:	$ 97.3	$ 24.0	$121.3	$140.4			
$999.9	CEO/PRESIDENT	$105.0	$ 11.0	$116.0				
TO	CEO/PRESIDENT	97.0	66.0	163.0		$ 78.2	$ 95.8	$113.4
$500.0	CEO/PRESIDENT	85.5	16.7	102.2				
	CEO/PRESIDENT	85.0	17.0	102.0		68.4	87.6	106.8
	CEO/PRESIDENT	84.0	20.0	104.0				
	SENIOR V.P.	79.7	7.5	87.2		58.8	73.4	88.1
	VICE PRESIDENT	77.0	11.6	88.6				
	SENIOR V.P.	72.0	0.0	72.0		59.4	74.2	89.0
	CEO/PRESIDENT	68.0	17.0	85.0		53.4	66.8	80.1
	EXEC. V.P.	67.5	0.0	67.5				
	EXEC. V.P.	65.7	12.3	78.0				
	EXEC. V.P.				$ 52.5			
	SENIOR V.P.	50.0	0.0	50.0		42.8	56.1	69.5
	NO IN POSITION: 13							
$ 749.0	WEIGHTED GROUP AVG:	$ 78.0	$ 15.0	$ 93.0	$ 52.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 9 - TOP HUMAN RESOURCES
W/LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	CEO/PRESIDENT	$190.0	$ 0.0	$190.0		$152.0	$190.0	$237.5
	CEO/PRESIDENT	118.0	25.0	143.0				
	C.O.O.	85.0	25.5	110.5				
	EXEC. V.P.				$ 65.1			
	SENIOR V.P.	55.9	15.0	70.9				
	CEO/PRESIDENT	52.0	5.0	57.0				
	C.O.O.	47.0	10.0	57.0				
	C.O.O.	46.7	4.6	51.3				
	NO IN POSITION: 8							
$ 274.7	WEIGHTED GROUP AVG:	$ 84.9	$ 12.2	$ 97.1	$ 65.1			
	NO IN POSITION: 39							
$ 1625.6	POSITION AVERAGE:	$ 94.7	$ 24.2	$118.9	$ 86.0			

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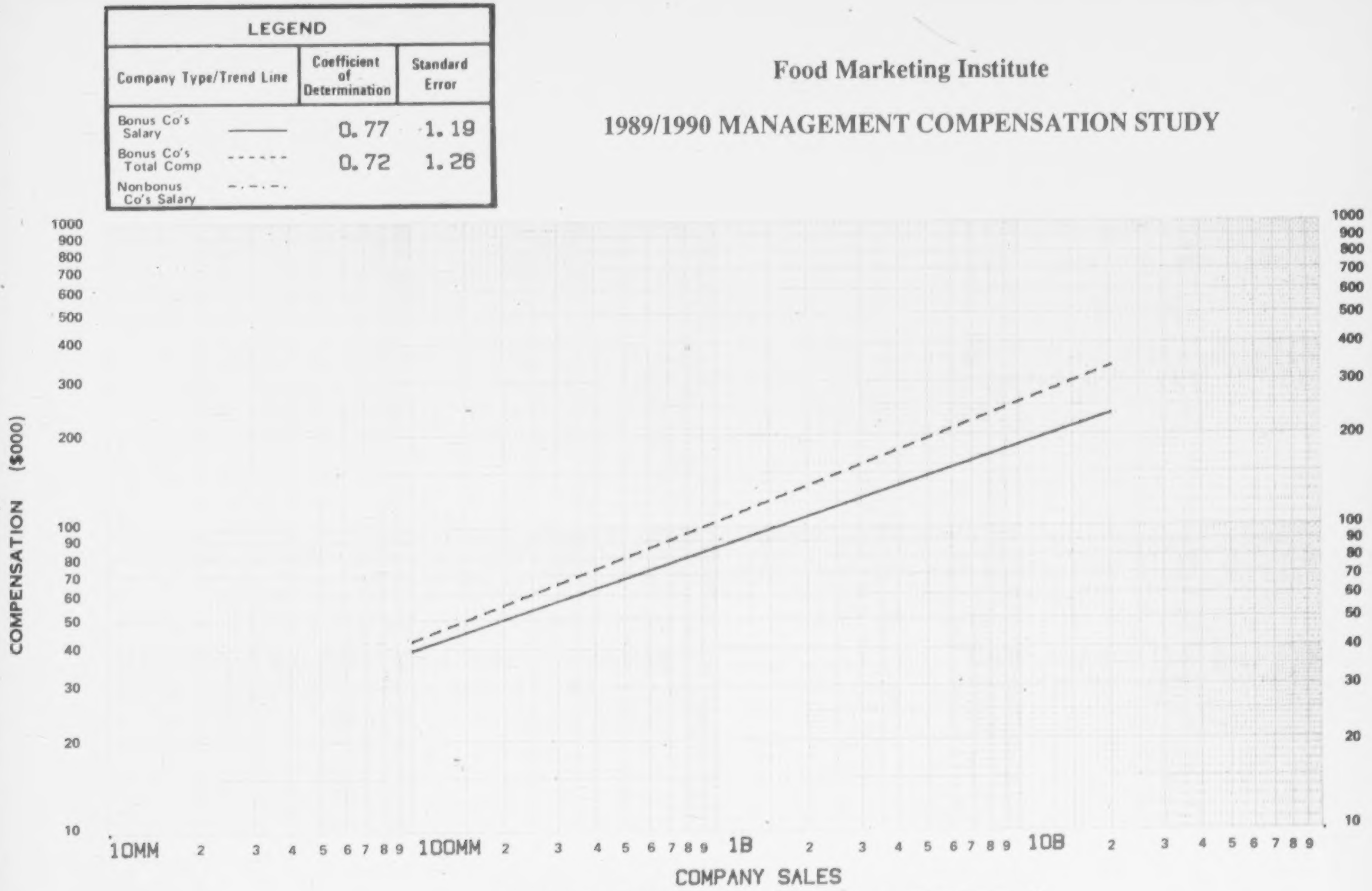
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #9 - TOP HUMAN RESOURCES W/LABOR RELATIONS

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	EXEC. V.P.	$148.0	$ 85.1	$233.1				
	CEO/PRESIDENT	145.5	27.4	172.9				
	CEO/PRESIDENT	122.0	41.4	163.4				
	BOARD OF DIR.	119.7	30.0	149.7				
		114.0	36.0	150.0				
	GROUP EXEC.	110.8	58.2	169.0		$ 91.0	$117.1	$143.1
	C.O.O.	103.6	52.8	156.4		135.1	179.3	223.5
	C.O.O.	96.0	42.1	138.1		56.8	75.3	93.8
	CEO/PRESIDENT	95.0	26.5	121.5		74.5	99.3	124.2
	SENIOR V.P.	90.8	28.1	118.9				
	SENIOR V.P.	90.0	13.5	103.5				
	NO IN POSITION:	11						
$ 6021.9	WEIGHTED GROUP AVG:	$112.3	$ 40.1	$152.4				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2499.9	CEO/PRESIDENT	$136.0	$ 0.0	$136.0				
TO	C.O.O.	115.5	41.6	157.1				
$750.0	CEO/PRESIDENT	112.0	15.0	127.0		$102.0	$127.9	$153.5
	SENIOR V.P.	105.8	72.2	178.0		79.7	103.1	126.3
	CEO/PRESIDENT	105.0	20.0	125.0				
	CEO/PRESIDENT				$ 84.0	71.7	89.1	106.6
	EXEC. V.P.	82.0	10.0	92.0				
	EXEC. V.P.	75.0	21.0	96.0				
	VICE PRESIDENT	73.5	9.7	83.2		69.5	76.5	86.5
	VICE PRESIDENT	64.0	15.0	79.0		52.0	63.7	75.4
	C.O.O.	62.1	12.8	74.9		52.0	64.4	76.8
	NO IN POSITION:	11						
$ 1337.2	WEIGHTED GROUP AVG:	$ 93.1	$ 21.7	$114.8	$ 84.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 10 - TOP HUMAN RESOURCES W/O LABOR RELATIONS

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	SENIOR V.P.	$110.0	$ 25.0	$135.0				
AND BELOW	SENIOR V.P.	81.0	29.5	110.5		$ 56.1	$ 73.0	$ 89.8
	CEO/PRESIDENT	81.0	10.0	91.0				
	CEO/PRESIDENT				$ 79.9			
	SENIOR V.P.	73.5	32.2	105.7				
	CEO/PRESIDENT	71.5	8.5	80.0				
	CEO/PRESIDENT	62.4	14.5	76.9				
	CEO/PRESIDENT	60.4	20.6	81.0				
	CEO/PRESIDENT				60.0			
	C.O.O.	59.6	11.0	70.6				
	CEO/PRESIDENT	45.5	6.0	51.5				
	CEO/PRESIDENT				41.6			
	EXEC. V.P.	39.0	44.0	83.0				
	VICE PRESIDENT	35.0	0.0	35.0				
	CEO/PRESIDENT				34.6	32.5	39.0	45.5
	NO IN POSITION: 15							
$ 363.2	WEIGHTED GROUP AVG:	$ 65.4	$ 18.3	$ 83.7	$ 54.0			
	NO IN POSITION: 37							
$ 2335.1	POSITION AVERAGE:	$ 90.2	$ 26.8	$117.0	$ 60.0			

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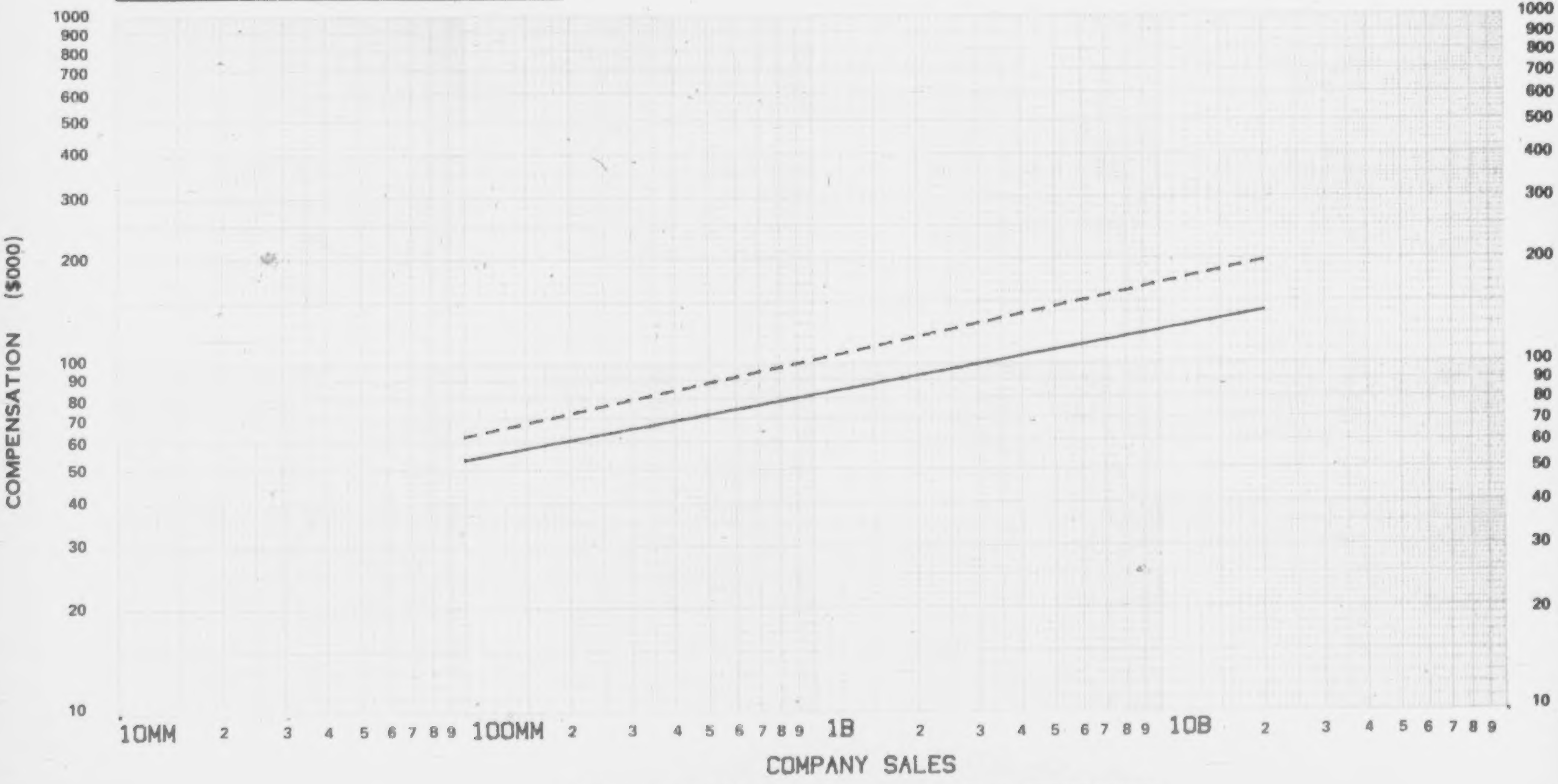
1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.61	1.20
Bonus Co's Total Comp	- - - - - -	0.58	1.28
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #10 - TOP HUMAN RESOURCES
W/O LABOR RELATIONS

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	CEO/PRESIDENT	$156.0	$ 75.8	$231.8				
	EXEC. V.P.	153.5	89.8	243.3				
	SENIOR V.P.	119.0	29.2	148.2		$ 90.1	$112.6	$135.1
	C.O.O.	115.0	59.4	174.4		90.9	117.5	144.4
	SENIOR V.P.	102.0	20.4	122.4				
	SENIOR V.P.	98.5	30.3	128.8		77.3	94.5	111.7
	EXEC. V.P.	92.5	14.1	106.6		69.9	93.2	116.5
	SENIOR V.P.	91.5	10.5	102.0				
	BOARD OF DIR.	90.0	5.0	95.0				
	SENIOR V.P.	62.5	13.3	75.8		59.4	74.2	89.0
	NO IN POSITION:	10						
$ 6378.4	WEIGHTED GROUP AVG:	$108.1	$ 34.7	$142.8				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 11 - TOP LABOR RELATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 AND BELOW	C.O.O.	$126.0	$ 42.3	$168.3				
	CEO/PRESIDENT	124.0	0.0	124.0				
	SENIOR V.P.	100.0	10.0	110.0				
	SENIOR V.P.	81.9	29.5	111.4		$ 56.1	$ 73.0	$ 89.8
	C.O.O.	80.0	6.0	86.0		50.3	63.4	76.4
	VICE PRESIDENT	71.3	17.8	89.1				
	VICE PRESIDENT	58.5	8.6	67.1		45.2	60.3	75.4
	SENIOR V.P.	56.0	15.5	71.5		42.8	54.6	66.4
	VICE PRESIDENT				$ 55.5	45.4	55.9	66.4
	VICE PRESIDENT	54.0	0.0	54.0		31.3	36.8	42.3
	SENIOR V.P.	51.9	5.1	57.0				
	VICE PRESIDENT	40.8	2.0	42.8		26.2	33.7	41.3
	NO IN POSITION: 12							
$ 1140.2	WEIGHTED GROUP AVG:	$ 76.8	$ 12.4	$ 89.2	$ 55.5			
	NO IN POSITION: 22							
$ 3521.2	POSITION AVERAGE:	$ 91.7	$ 23.0	$114.7	$ 55.5			

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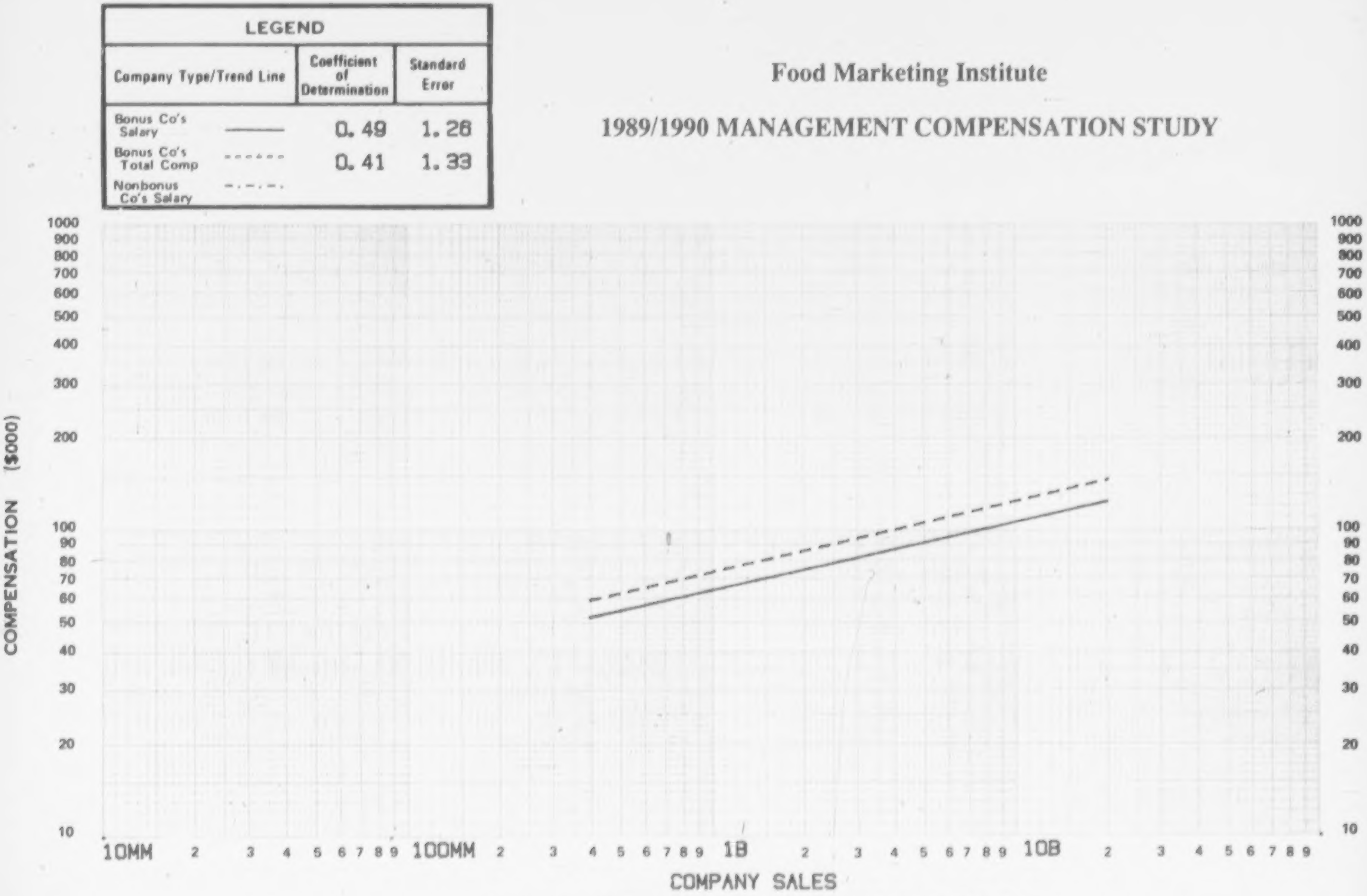
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #11 - TOP LABOR RELATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	SENIOR V.P.	$105.0	$ 0.0	$105.0		$ 77.3	$ 94.5	$111.7
	CEO/PRESIDENT	101.0	19.0	120.0				
	SENIOR V.P.	89.0	11.8	100.8		63.3	79.1	94.9
	SENIOR V.P.	85.0	17.0	102.0				
	SENIOR V.P.	77.0	11.6	88.6				
		73.2	23.8	97.0				
	VICE PRESIDENT	71.4	6.0	77.4		49.8	62.2	74.6
	VICE PRESIDENT	70.0	14.0	84.0				
	VICE PRESIDENT	68.0	8.3	76.3		60.1	80.1	100.2
	VICE PRESIDENT	61.8	15.5	77.3		66.0	82.1	98.3
	SENIOR V.P.	60.6	17.5	78.1		50.0	62.5	75.0
	REG. V.P./MGR.	59.0	0.5	59.5				
	VICE PRESIDENT				$ 47.0	34.9	44.5	54.0
	NO IN POSITION: 13							
$ 5001.1	WEIGHTED GROUP AVG:	$ 76.8	$ 12.0	$ 88.8	$ 47.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT
DEVELOPMENT EXEC.

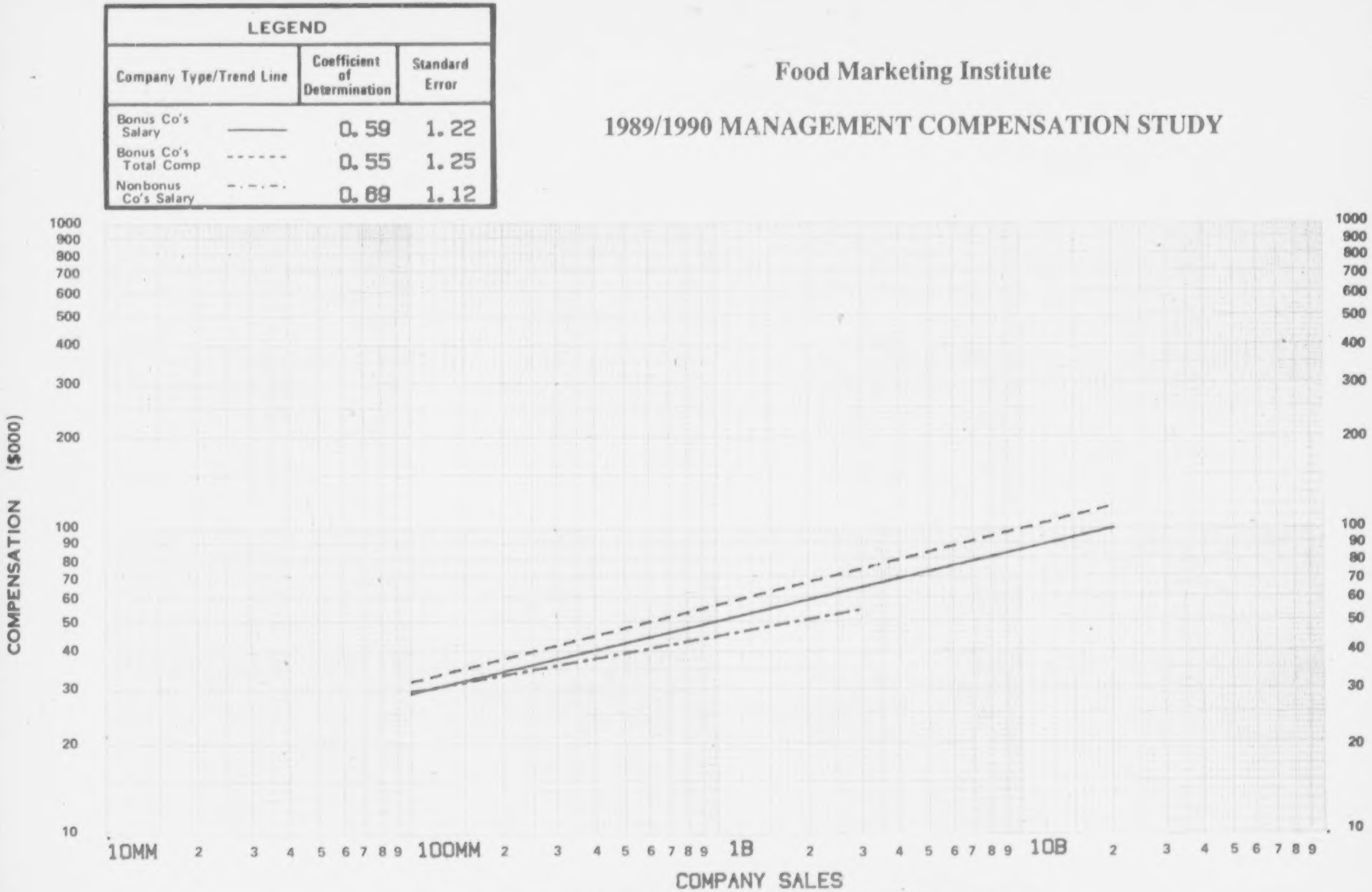
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$ 99.5	$ 10.0	$109.5				
TO	SENIOR V.P.	66.5	0.0	66.5				
$1000.0	SENIOR V.P.	64.4	8.3	72.7		$ 50.0	$ 60.0	$ 70.0
	VICE PRESIDENT	63.0	11.4	74.4		50.9	67.9	84.9
	VICE PRESIDENT				$ 57.0	49.7	60.9	72.1
	SENIOR V.P.	55.0	6.6	61.6				
	EXEC. V.P.	55.0	13.5	68.5		63.2	79.0	94.8
	VICE PRESIDENT				52.0	42.6	55.5	68.4
	VICE PRESIDENT				50.0	45.4	55.9	66.4
	SENIOR V.P.	48.0	2.8	50.8		45.1	56.4	67.6
	C.O.O.	46.0	3.5	49.5		38.3	47.4	56.6
	VICE PRESIDENT	44.1	10.0	54.1				
	VICE PRESIDENT	38.5	0.0	38.5		31.3	36.8	42.3
	SENIOR V.P.	35.5	4.0	39.5				
	NO IN POSITION: 14							
$ 1523.7	WEIGHTED GROUP AVG:	$ 56.0	$ 6.3	$ 62.3	$ 53.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 AND BELOW	VICE PRESIDENT	$ 72.0	$ 14.0	$ 86.0		$ 44.0	$ 61.0	$ 78.0
	VICE PRESIDENT	66.0	19.8	85.8		53.4	66.8	80.1
	VICE PRESIDENT	61.3	8.9	70.2		48.4	60.5	72.6
	SENIOR V.P.	60.0	10.6	70.6				
	VICE PRESIDENT	58.1	14.5	72.6				
	ASST. V.P./DIR	53.6	0.0	53.6		43.6	54.4	65.3
	SENIOR V.P.	52.5	5.0	57.5				
	ASST. V.P./DIR				$ 49.0			
	VICE PRESIDENT				48.0			
	SENIOR V.P.	47.0	7.5	54.5				
	VICE PRESIDENT	46.0	0.0	46.0				
	VICE PRESIDENT	45.1	6.8	51.9		33.9	42.7	51.6
	SENIOR V.P.	42.0	3.0	45.0				
	VICE PRESIDENT				41.6			
	ASST. V.P./DIR				35.7	33.5	41.0	48.6
	ASST. V.P./DIR	35.0	0.0	35.0		27.9	36.5	45.0
	C.O.O.				33.8			
	EXEC. V.P.				33.0			
	EXEC. V.P.	30.0	11.0	41.0				
	GROUP EXEC.	29.5	2.7	32.2				
	NO IN POSITION: 20							
$ 589.4	WEIGHTED GROUP AVG:	$ 49.9	$ 7.4	$ 57.3	$ 40.2			
	NO IN POSITION: 47							
$ 2088.0	POSITION AVERAGE:	$ 60.4	$ 8.6	$ 69.0	$ 44.7			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.59	1.22
Bonus Co's Total Comp ------	0.55	1.25
Nonbonus Co's Salary -·-·-·	0.89	1.12

SURVEY POSITION #12 - TRAINING & MANAGEMENT DEVELOPMENT EXEC.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	C.O.O.	$180.0	$ 47.4	$227.4		$133.0	$177.3	$221.7
	EXEC. V.P.	155.0	46.5	201.5				
	EXEC. V.P.	137.0	80.3	217.3				
	GROUP EXEC.	136.2	70.6	206.8		99.9	128.8	157.6
	SENIOR V.P.	120.2	45.2	165.4				
	C.O.O.	120.0	21.0	141.0				
	SENIOR V.P.	120.0	28.3	148.3		106.5	133.1	159.8
	CEO/PRESIDENT	117.5	22.1	139.6				
		111.0	45.0	156.0				
	C.O.O.	108.2	39.5	147.7		93.2	116.5	139.8
	CEO/PRESIDENT	101.8	137.7	239.5				
	VICE PRESIDENT	100.0	42.9	142.9		56.8	75.3	93.8
	C.O.O.	100.0	26.0	126.0		85.1	104.0	122.9
	DIV. V.P./MGR.	88.5	0.0	88.5				
	C.O.O.	87.8	44.9	132.7		118.8	156.0	193.2
	NO IN POSITION:	15						
$ 5776.7	WEIGHTED GROUP AVG:	$118.9	$ 46.5	$165.4				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT				$257.0			
TO	C.O.O.	$131.0	$ 34.1	$165.1		$ 93.3	$116.6	$140.0
$1000.0	C.O.O.	130.0	9.8	139.8		91.9	119.4	147.0
	C.O.O.	117.0	55.3	172.3				
	C.O.O.	115.0	10.0	125.0				
	CEO/PRESIDENT	109.0	0.0	109.0				
	SENIOR V.P.	93.5	17.3	110.8		87.5	94.5	100.0
	CEO/PRESIDENT	88.0	37.1	125.1		83.0	103.7	124.4
	CEO/PRESIDENT	80.0	32.0	112.0				
	C.O.O.	67.0	22.0	89.0				
	SENIOR V.P.	63.7	0.0	63.7		87.2	102.6	117.9
	SENIOR V.P.	61.8	11.5	73.3				
	VICE PRESIDENT	60.0	15.0	75.0				
	NO IN POSITION: 13							
$ 1499.0	WEIGHTED GROUP AVG:	$ 93.0	$ 20.3	$113.3	$257.0			
$999.9	C.O.O.	$ 98.0	$ 41.4	$139.4		$103.6	$134.0	$164.2
TO	C.O.O.	90.9	0.0	90.9		64.1	80.0	96.0
$750.0	CEO/PRESIDENT	85.5	55.0	140.5		78.2	95.8	113.4
	C.O.O.	82.0	24.0	106.0				
	CEO/PRESIDENT	80.0	40.0	120.0		71.1	88.9	106.7
	BOARD OF DIR.	67.6	12.9	80.5				
	CEO/PRESIDENT	65.0	13.9	78.9				
	SENIOR V.P.	60.4	10.4	70.8				
	CEO/PRESIDENT	60.0	0.0	60.0		46.6	60.9	75.2
	NO IN POSITION: 9							
$ 875.5	WEIGHTED GROUP AVG:	$ 76.6	$ 22.0	$ 98.6				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 13 - TOP DISTRIBUTION EXECUTIVE

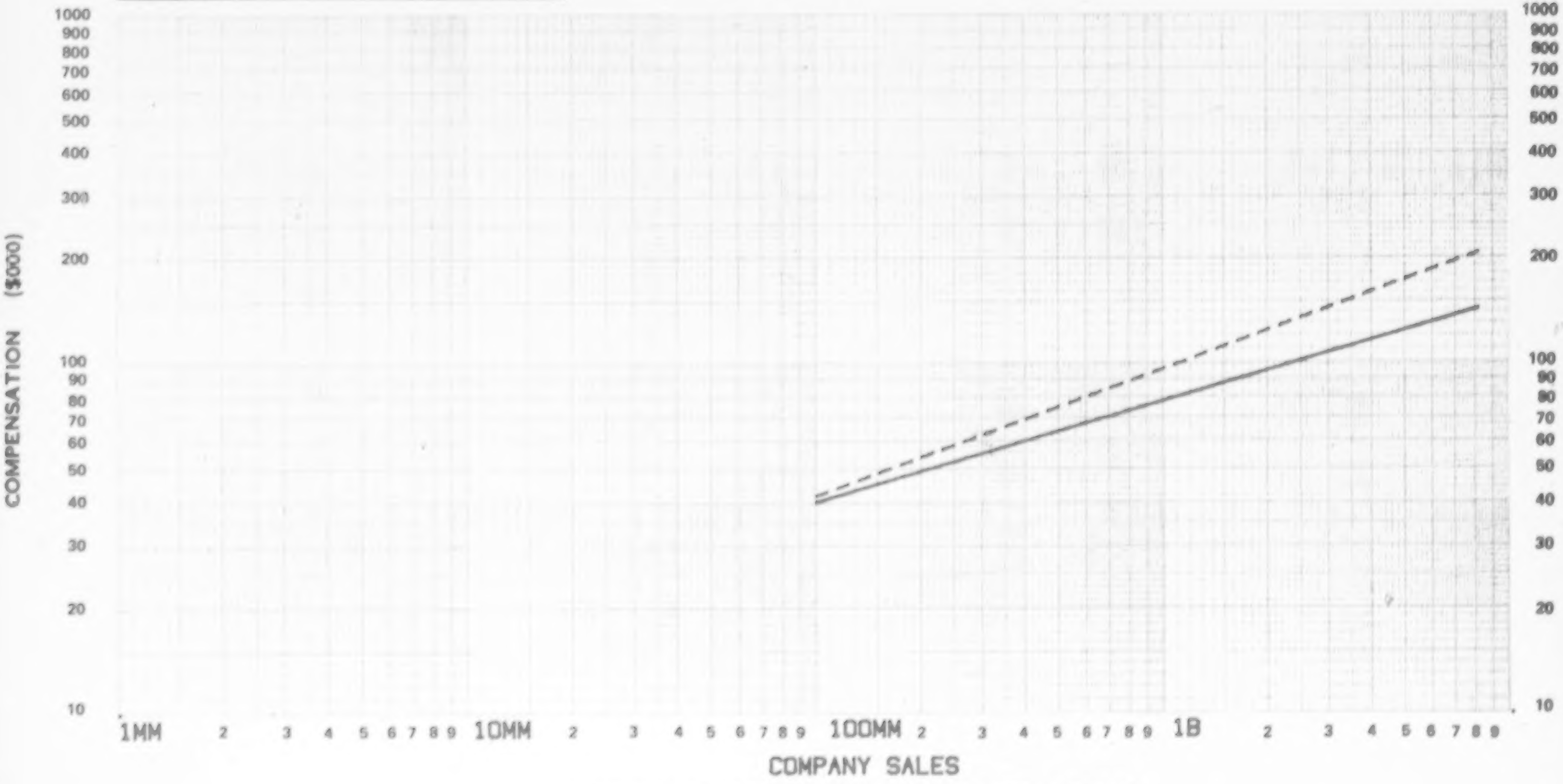
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9 AND BELOW	EXEC. V.P.	$175.0	$ 0.0	$175.0		$126.4	$158.0	$197.5
	SENIOR V.P.	100.0	25.0	125.0				
	C.O.O.				$ 92.5			
	CEO/PRESIDENT	85.0	17.0	102.0		68.4	87.6	106.8
	CEO/PRESIDENT	83.2	9.9	93.1				
	CEO/PRESIDENT	78.7	35.1	113.8				
	BOARD OF DIR.				78.5			
	CEO/PRESIDENT	73.0	5.0	78.0				
	CEO/PRESIDENT	70.3	16.0	86.3		87.4	108.7	130.0
	EXEC. V.P.				67.0			
	CEO/PRESIDENT	57.0	5.0	62.0				
	SENIOR V.P.	53.0	20.0	73.0				
	EXEC. V.P.	50.2	5.0	55.2				
	CEO/PRESIDENT	44.0	4.5	48.5				
	VICE PRESIDENT	40.0	0.0	40.0				
	NO IN POSITION: 15							
$ 504.7	WEIGHTED GROUP AVG:	$ 75.8	$ 11.9	$ 87.7	$ 79.3			

	NO IN POSITION: 52				
$ 2338.2	POSITION AVERAGE:	$ 93.7	$ 26.7	$120.4	$123.8

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.58	1.23
Bonus Co's Total Comp	- - - - - -	0.57	1.31
Nonbonus Co's Salary	–.–.–.		



SURVEY POSITION #13 - TOP DISTRIBUTION EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 14 - TOP CONSTRUCT. & MAINT.
EXEC. W. REAL EST.

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2250.0		$200.0	$ 60.0	$260.0				
AND ABOVE	CEO/PRESIDENT	196.0	35.0	231.0				
	EXEC. V.P.	192.5	121.8	314.3				
	CEO/PRESIDENT	170.0	97.5	267.5		$159.5	$213.2	$266.8
	EXEC. V.P.	113.1	42.7	155.8				
	NO IN POSITION:	5						
$ 9901.8	WEIGHTED GROUP AVG:	$174.3	$ 71.4	$245.7				
$2249.9	CEO/PRESIDENT	$134.0	$ 34.8	$168.8		$ 93.3	$116.6	$140.0
AND BELOW	CEO/PRESIDENT	116.0	52.4	168.4				
	CEO/PRESIDENT	110.5	20.0	130.5				
	CEO/PRESIDENT	80.0	0.0	80.0		55.4	70.7	86.0
	C.O.O.	75.0	25.0	100.0				
	CEO/PRESIDENT	48.0	10.0	58.0				
	NO IN POSITION:	6						
$ 1345.2	WEIGHTED GROUP AVG:	$ 93.9	$ 23.7	$117.6				
	NO IN POSITION:	11						
$ 5234.5	POSITION AVERAGE:	$130.5	$ 45.3	$175.8				

NOTE: Insufficient data for trend line.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	EXEC. V.P.	$135.0	$ 40.5	$175.5				
	EXEC. V.P.	123.0	27.9	150.9				
	CEO/PRESIDENT	121.0	224.6	345.6				
	SENIOR V.P.	93.0	30.8	123.8		$ 68.8	$ 87.9	$107.1
	CEO/PRESIDENT	90.0	0.0	90.0				
	CEO/PRESIDENT	89.0	16.7	105.7				
		86.5	19.0	105.5				
		84.0	29.0	113.0				
	VICE PRESIDENT	79.3	34.3	113.6		56.8	75.3	93.8
	SENIOR V.P.	79.0	20.8	99.8		67.0	83.7	100.4
	NO IN POSITION:	10						
$ 4182.4	WEIGHTED GROUP AVG:	$ 98.0	$ 44.3	$142.3				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$105.0	$ 31.5	$136.5		$ 78.0	$ 97.0	$116.0
TO	CEO/PRESIDENT	85.0	0.0	85.0				
$1000.0	VICE PRESIDENT	84.6	15.0	99.6				
	EXEC. V.P.	81.1	33.4	114.5		70.1	87.6	105.1
	VICE PRESIDENT	79.6	29.1	108.7		74.3	92.7	111.2
	VICE PRESIDENT	73.4	17.4	90.8		65.0	86.7	108.4
	VICE PRESIDENT	70.0	23.0	93.0				
	SENIOR V.P.				$ 68.5	56.5	69.2	81.9
	EXEC. V.P.	65.0	18.2	83.2				
	VICE PRESIDENT	65.0	8.0	73.0		61.6	80.0	98.3
	C.O.O.	60.0	4.5	64.5		57.3	72.5	87.6
	SENIOR V.P.	58.7	10.3	69.0				
	SENIOR V.P.	58.5	0.0	58.5		62.3	73.3	84.3
	SENIOR V.P.	51.7	6.7	58.4		41.7	48.7	54.7
	NO IN POSITION: 14							
$ 1511.9	WEIGHTED GROUP AVG:	$ 72.1	$ 15.2	$ 87.3	$ 68.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9 TO $500.0	CEO/PRESIDENT	$109.2	$ 7.7	$116.9		$ 82.4	$103.0	$123.6
	SENIOR V.P.	90.2	35.4	125.6		61.5	80.0	98.4
	C.O.O.	85.0	18.5	103.5				
	CEO/PRESIDENT	80.0	0.0	80.0				
	SENIOR V.P.	72.0	0.0	72.0		59.4	74.2	89.0
	CEO/PRESIDENT	68.0	17.0	85.0		53.4	66.8	80.1
	CEO/PRESIDENT	66.0	10.0	76.0				
	C.O.O.	65.0	8.0	73.0				
	BOARD OF DIR.	63.7	12.1	75.8				
	ASST. V.P./DIR	63.0	6.3	69.3				
	SENIOR V.P.	62.4	5.6	68.0				
	VICE PRESIDENT	60.2	14.0	74.2		58.6	71.8	85.0
	CEO/PRESIDENT	58.0	6.0	64.0				
	SENIOR V.P.	56.3	5.0	61.3				
	GROUP EXEC.	55.0	16.0	71.0		42.8	54.6	66.4
	SENIOR V.P.	55.0	0.0	55.0		42.8	56.1	69.5
	EXEC. V.P.				$ 35.0			
	NO IN POSITION: 17							
$ 733.0	WEIGHTED GROUP AVG:	$ 69.3	$ 10.1	$ 79.4	$ 35.0			

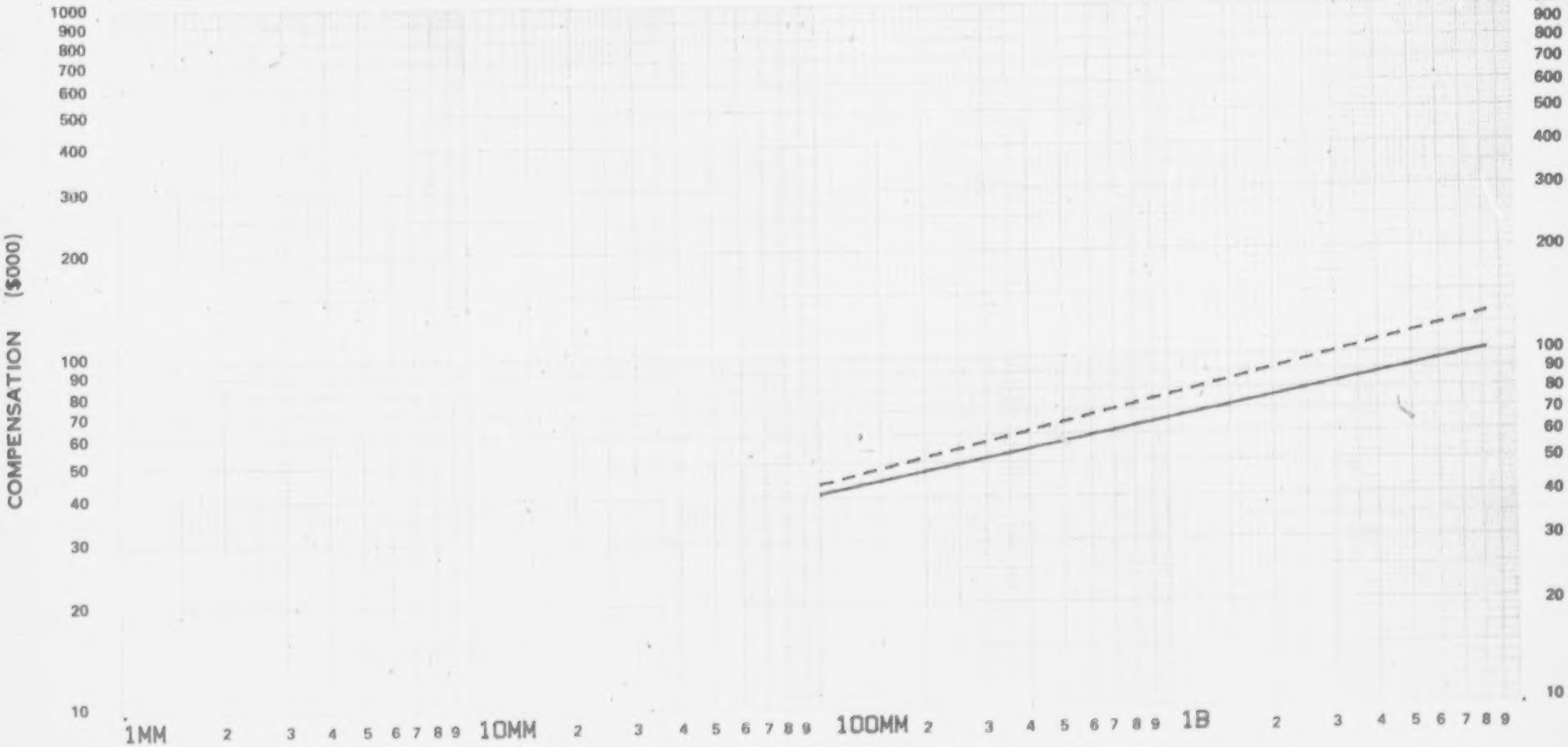
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$165.0	$ 49.5	$214.5				
	EXEC. V.P.	110.0	0.0	110.0		$ 88.0	$110.0	$137.5
	VICE PRESIDENT	85.0	2.0	87.0		48.0	72.0	96.0
	BOARD OF DIR.	75.1	12.0	87.1				
	CEO/PRESIDENT				$ 70.2			
	C.O.O.	58.6	5.0	63.6				
	BOARD OF DIR.				58.0	42.0	49.5	57.0
	C.O.O.				53.3			
	SENIOR V.P.	50.0	15.0	65.0				
	VICE PRESIDENT	45.0	4.9	49.9		29.1	39.3	49.5
	C.O.O.	44.9	3.7	48.6				
	C.O.O.	41.0	4.5	45.5				
	SENIOR V.P.				38.0			
	CEO/PRESIDENT	34.0	4.0	38.0				
	BOARD OF DIR.	32.5	12.5	45.0				
	EXEC. V.P.	31.7	3.0	34.7				
	NO IN POSITION: 17							
$ 271.5	WEIGHTED GROUP AVG:	$ 61.9	$ 9.1	$ 71.0	$ 54.9			
	NO IN POSITION: 58							
$ 1380.5	POSITION AVERAGE:	$ 73.7	$ 17.7	$ 91.4	$ 53.8			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.54	1.21
Bonus Co's Total Comp	------	0.55	1.24
Nonbonus Co's Salary	-.-.-.		



COMPANY SALES

SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
100.0	EXEC. V.P.	$135.0	$ 40.5	$175.5				
AND ABOVE	EXEC. V.P.	110.0	0.0	110.0		$ 88.0	$110.0	$137.5
	SENIOR V.P.	93.0	30.8	123.8		68.8	87.9	107.1
	CEO/PRESIDENT	89.0	16.7	105.7				
		86.5	19.0	105.5				
	EXEC. V.P.	81.1	33.4	114.5		70.1	87.6	105.1
	VICE PRESIDENT	79.3	34.3	113.6		56.8	75.3	93.8
	CEO/PRESIDENT	68.0	17.0	85.0		53.4	66.8	80.1
	EXEC. V.P.	65.0	18.2	83.2				
	SENIOR V.P.	58.7	10.3	69.0				
	GROUP EXEC.	55.0	16.0	71.0		42.8	54.6	66.4
	SENIOR V.P.	51.7	6.7	58.4		41.7	48.7	54.7
	NO IN POSITION: 12							
215.0	WEIGHTED GROUP AVG:	$ 81.0	$ 20.3	$101.3				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
99.9	CEO/PRESIDENT	$105.0	$ 31.5	$136.5		$ 78.0	$ 97.0	$116.0
TO	C.O.O.	85.0	18.5	103.5				
50.0	CEO/PRESIDENT	85.0	0.0	85.0				
	VICE PRESIDENT	84.6	15.0	99.6				
	CEO/PRESIDENT	80.0	0.0	80.0				
	VICE PRESIDENT	79.6	29.1	108.7		74.3	92.7	111.2
	SENIOR V.P.				$ 68.5	56.5	69.2	81.9
	CEO/PRESIDENT	66.0	10.0	76.0				
	ASST. V.P./DIR	63.0	6.3	69.3				
	SENIOR V.P.	62.4	5.6	68.0				
	VICE PRESIDENT	60.2	14.0	74.2		58.6	71.8	85.0
	C.O.O.	60.0	4.5	64.5		57.3	72.5	87.6
	CEO/PRESIDENT	58.0	6.0	64.0				
	SENIOR V.P.	56.3	5.0	61.3				
	SENIOR V.P.	55.0	0.0	55.0		42.8	56.1	69.5
	EXEC. V.P.				35.0			
	NO IN POSITION: 16							
74.1	WEIGHTED GROUP AVG:	$ 71.4	$ 10.4	$ 81.8	$ 51.8			

FOOD MARKETING INSTITUTE
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SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
49.9	C.O.O.	$165.0	$ 49.5	$214.5				
AND BELOW	CEO/PRESIDENT	109.2	7.7	116.9		$ 82.4	$103.0	$123.6
	SENIOR V.P.	90.2	35.4	125.6		61.5	80.0	98.4
	BOARD OF DIR.	75.1	12.0	87.1				
	CEO/PRESIDENT				$ 70.2			
	C.O.O.	65.0	8.0	73.0				
	BOARD OF DIR.	63.7	12.1	75.8				
	C.O.O.	58.6	5.0	63.6				
	BOARD OF DIR.				58.0	42.0	49.5	57.0
	C.O.O.				53.3			
	SENIOR V.P.	50.0	15.0	65.0				
	C.O.O.	44.9	3.7	48.6				
	C.O.O.	41.0	4.5	45.5				
	SENIOR V.P.				38.0			
	BOARD OF DIR.	32.5	12.5	45.0				
	EXEC. V.P.	31.7	3.0	34.7				
	NO IN POSITION: 17							
24.7	WEIGHTED GROUP AVG:	$ 66.0	$ 13.2	$ 79.2	$ 54.9			

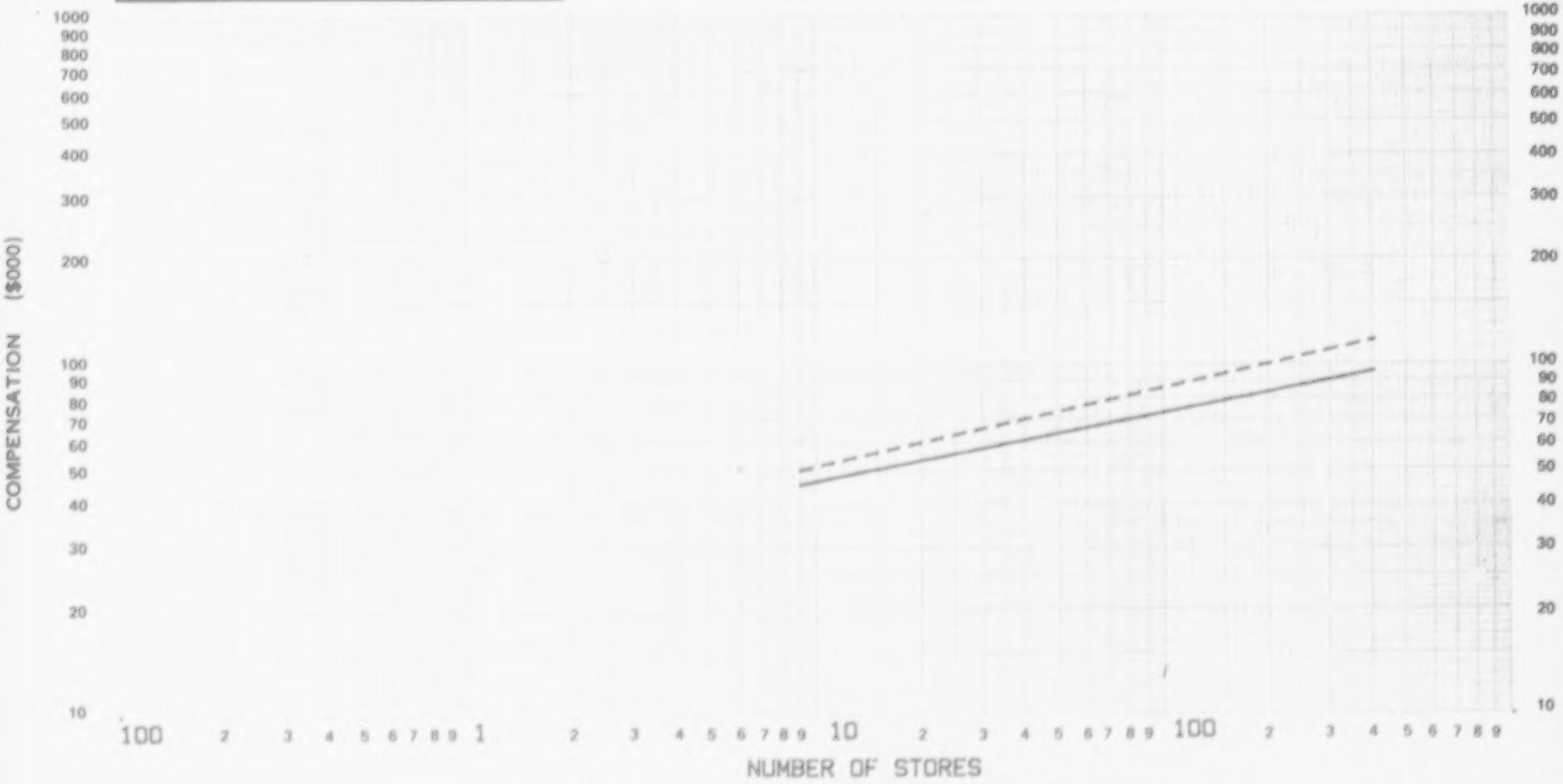
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 15 - TOP CONSTRUCT. & MAINT.
EXEC. W/O REAL EST.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	EXEC. V.P.	$123.0	$ 27.9	$150.9				
	CEO/PRESIDENT	121.0	224.6	345.6				
	CEO/PRESIDENT	90.0	0.0	90.0				
	VICE PRESIDENT	85.0	2.0	87.0		$ 48.0	$ 72.0	$ 96.0
		84.0	29.0	113.0				
	SENIOR V.P.	79.0	20.8	99.8		67.0	83.7	100.4
	VICE PRESIDENT	73.4	17.4	90.8		65.0	86.7	108.4
	SENIOR V.P.	72.0	0.0	72.0		59.4	74.2	89.0
	VICE PRESIDENT	70.0	23.0	93.0				
	VICE PRESIDENT	65.0	8.0	73.0		61.6	80.0	98.3
	SENIOR V.P.	58.5	0.0	58.5		62.3	73.3	84.3
	VICE PRESIDENT	45.0	4.9	49.9		29.1	39.3	49.5
	CEO/PRESIDENT	34.0	4.0	38.0				
	NO IN POSITION:	13						
	WEIGHTED GROUP AVG:	$ 76.9	$ 27.8	$104.7				
	NO IN POSITION:	58						
93.0	POSITION AVERAGE:	$ 73.7	$ 17.7	$ 91.4	$ 53.8			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.25
Bonus Co's Total Comp	- - - - - -	0.38	1.28
Nonbonus Co's Salary	—·—·—·		



SURVEY POSITION #15 - TOP CONSTRUCT. & MAINT. EXEC. W/O REAL EST.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	GROUP EXEC.	$131.4	$ 68.5	$199.9		$ 99.9	$128.8	$157.6
	SENIOR V.P.	115.5	26.5	142.0		85.1	104.0	122.9
	CEO/PRESIDENT	110.0	101.0	211.0				
	CEO/PRESIDENT	110.0	20.7	130.7				
		102.0	34.0	136.0				
		101.6	20.0	121.6				
	CEO/PRESIDENT	100.0	20.8	120.8		84.1	112.1	140.2
	GROUP EXEC.	90.0	18.0	108.0				
	SENIOR V.P.	65.4	18.8	84.2		60.2	75.2	90.2
	DIV. V.P./MGR.	65.4	0.0	65.4				
	NO IN POSITION:	10						
$ 4651.4	WEIGHTED GROUP AVG:	$ 99.1	$ 32.9	$132.0				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	CEO/PRESIDENT	$103.5	$ 10.0	$113.5				
TO	CEO/PRESIDENT	91.5	0.0	91.5				
$1000.0	EXEC. V.P.	88.5	31.9	120.4		$ 65.6	$ 82.0	$ 98.4
	CEO/PRESIDENT	85.0	17.1	102.1		56.4	70.5	84.6
	C.O.O.	75.0	5.6	80.6		57.3	72.5	87.6
	SENIOR V.P.	75.0	10.5	85.5		62.9	78.0	93.1
	VICE PRESIDENT	68.3	16.4	84.7		65.0	86.7	108.4
	EXEC. V.P.	65.0	18.2	83.2				
	VICE PRESIDENT	65.0	8.0	73.0		61.6	80.0	98.3
	VICE PRESIDENT	60.0	10.0	70.0				
	SENIOR V.P.	55.0	7.1	62.1		47.0	51.0	58.0
	SENIOR V.P.				$ 54.0	43.8	53.6	63.5
	SENIOR V.P.	51.5	8.6	60.1				
	NO IN POSITION:	13						
$ 1561.4	WEIGHTED GROUP AVG:	$ 73.6	$ 12.0	$ 85.6	$ 54.0			
$999.9	C.O.O.	$120.0	$ 38.4	$158.4				
TO	SENIOR V.P.	73.0	0.0	73.0		$ 55.0	$ 68.7	$ 82.3
$750.0	C.O.O.	67.0	10.5	77.5				
	BOARD OF DIR.	66.3	5.0	71.3				
	C.O.O.	65.0	10.8	75.8				
	VICE PRESIDENT	53.5	13.6	67.1		46.2	56.6	67.0
	CEO/PRESIDENT	51.5	3.9	55.4				
	SENIOR V.P.	50.0	0.0	50.0		30.4	39.7	49.1
	NO IN POSITION:	8						
$ 866.2	WEIGHTED GROUP AVG:	$ 68.3	$ 10.3	$ 78.6				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

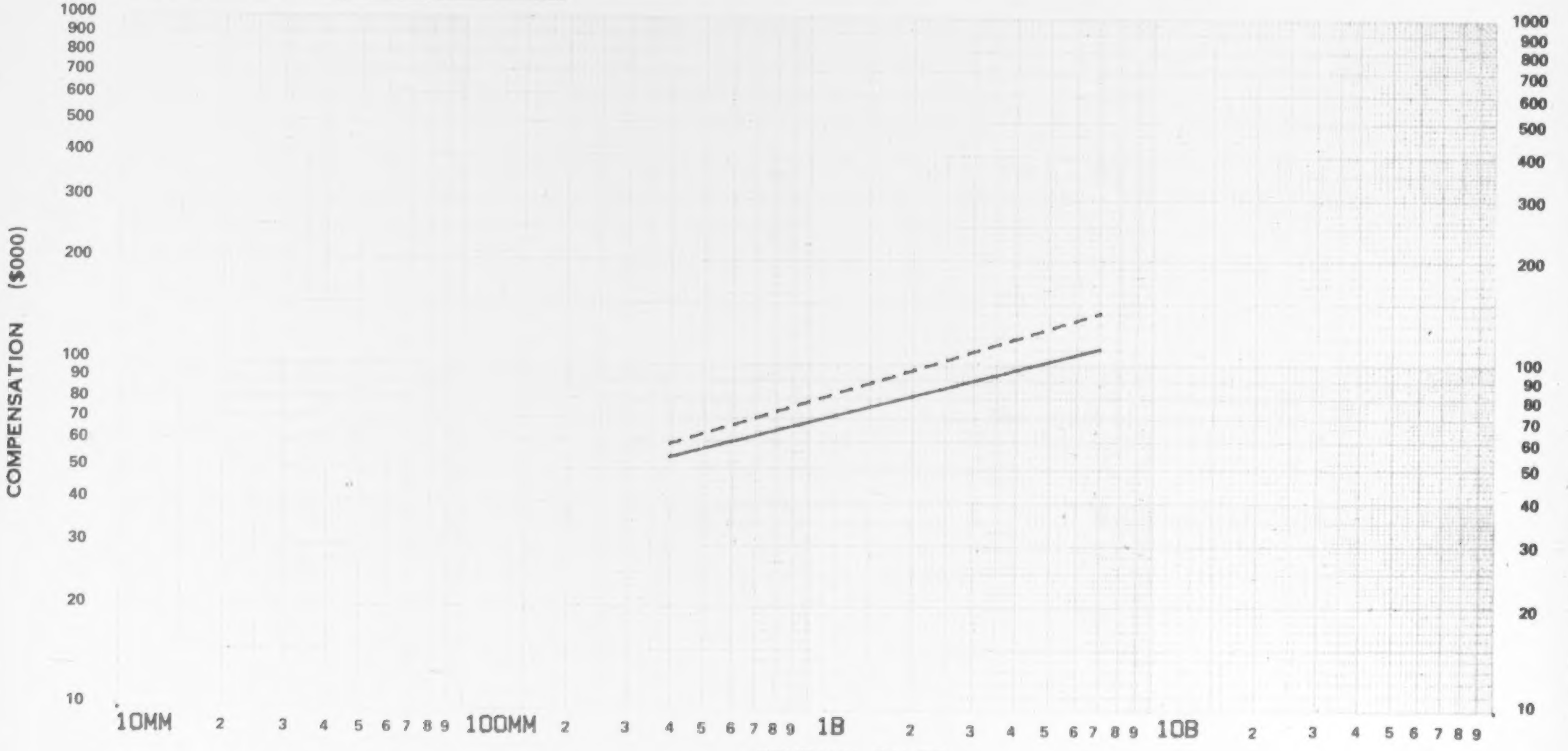
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$749.9	EXEC. V.P.	$125.0	$ 0.0	$125.0				
AND BELOW	CEO/PRESIDENT	112.5	0.0	112.5		$ 88.0	$110.0	$137.5
	SENIOR V.P.	99.0	42.0	141.0				
	CEO/PRESIDENT	95.0	0.0	95.0				
	VICE PRESIDENT	91.0	9.1	100.1				
	CEO/PRESIDENT	83.2	9.9	93.1				
	CEO/PRESIDENT	75.0	2.5	77.5		48.0	72.0	96.0
	CEO/PRESIDENT	73.0	5.0	78.0				
	CEO/PRESIDENT	67.3	3.8	71.1		54.9	68.6	82.4
	CEO/PRESIDENT	56.9	4.4	61.3		29.1	39.3	49.5
	CEO/PRESIDENT				$ 54.6			
	C.O.O.				52.0			
	GROUP EXEC.	46.8	12.5	59.3		42.8	54.6	66.4
	BOARD OF DIR.	39.0	17.0	56.0				
	NO IN POSITION: 14							
$ 523.5	WEIGHTED GROUP AVG:	$ 80.3	$ 8.9	$ 89.2	$ 53.3			
	NO IN POSITION: 45							
$ 1801.6	POSITION AVERAGE:	$ 80.6	$ 15.7	$ 96.3	$ 53.5			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.47	1.24
Bonus Co's Total Comp	------	0.58	1.24
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
100.0	GROUP EXEC.	$131.4	$ 68.5	$199.9		$ 99.9	$128.8	$157.6
AND ABOVE	CEO/PRESIDENT	112.5	0.0	112.5		88.0	110.0	137.5
	CEO/PRESIDENT	110.0	20.7	130.7				
	CEO/PRESIDENT	103.5	10.0	113.5				
		101.6	20.0	121.6				
	GROUP EXEC.	90.0	18.0	108.0				
	EXEC. V.P.	88.5	31.9	120.4		65.6	82.0	98.4
	C.O.O.	67.0	10.5	77.5				
	EXEC. V.P.	65.0	18.2	83.2				
	SENIOR V.P.	55.0	7.1	62.1		47.0	51.0	58.0
	SENIOR V.P.	51.5	8.6	60.1				
	GROUP EXEC.	46.8	12.5	59.3		42.8	54.6	66.4
	NO IN POSITION: 12							
249.6	WEIGHTED GROUP AVG:	$ 85.2	$ 18.9	$104.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
99.9	EXEC. V.P.	$125.0	$ 0.0	$125.0				
TO	C.O.O.	120.0	38.4	158.4				
50.0	CEO/PRESIDENT	95.0	0.0	95.0				
	CEO/PRESIDENT	91.5	0.0	91.5				
	VICE PRESIDENT	91.0	9.1	100.1				
	CEO/PRESIDENT	85.0	17.1	102.1		$ 56.4	$ 70.5	$ 84.6
	CEO/PRESIDENT	83.2	9.9	93.1				
	C.O.O.	75.0	5.6	80.6		57.3	72.5	87.6
	SENIOR V.P.	75.0	10.5	85.5		62.9	78.0	93.1
	CEO/PRESIDENT	73.0	5.0	78.0				
	SENIOR V.P.	73.0	0.0	73.0		55.0	68.7	82.3
	VICE PRESIDENT	60.0	10.0	70.0				
	SENIOR V.P.				$ 54.0	43.8	53.6	63.5
	VICE PRESIDENT	53.5	13.6	67.1		46.2	56.6	67.0
	C.O.O.				52.0			
	CEO/PRESIDENT	51.5	3.9	55.4				
	SENIOR V.P.	50.0	0.0	50.0		30.4	39.7	49.1
	NO IN POSITION:	17						
72.8	WEIGHTED GROUP AVG:	$ 80.1	$ 8.2	$ 88.3	$ 53.0			
49.9	SENIOR V.P.	$ 99.0	$ 42.0	$141.0				
AND BELOW	CEO/PRESIDENT	67.3	3.8	71.1		$ 54.9	$ 68.6	$ 82.4
	BOARD OF DIR.	66.3	5.0	71.3				
	C.O.O.	65.0	10.8	75.8				
	CEO/PRESIDENT				$ 54.6			
	BOARD OF DIR.	39.0	17.0	56.0				
	NO IN POSITION:	6						
34.5	WEIGHTED GROUP AVG:	$ 67.3	$ 15.7	$ 83.0	$ 54.6			

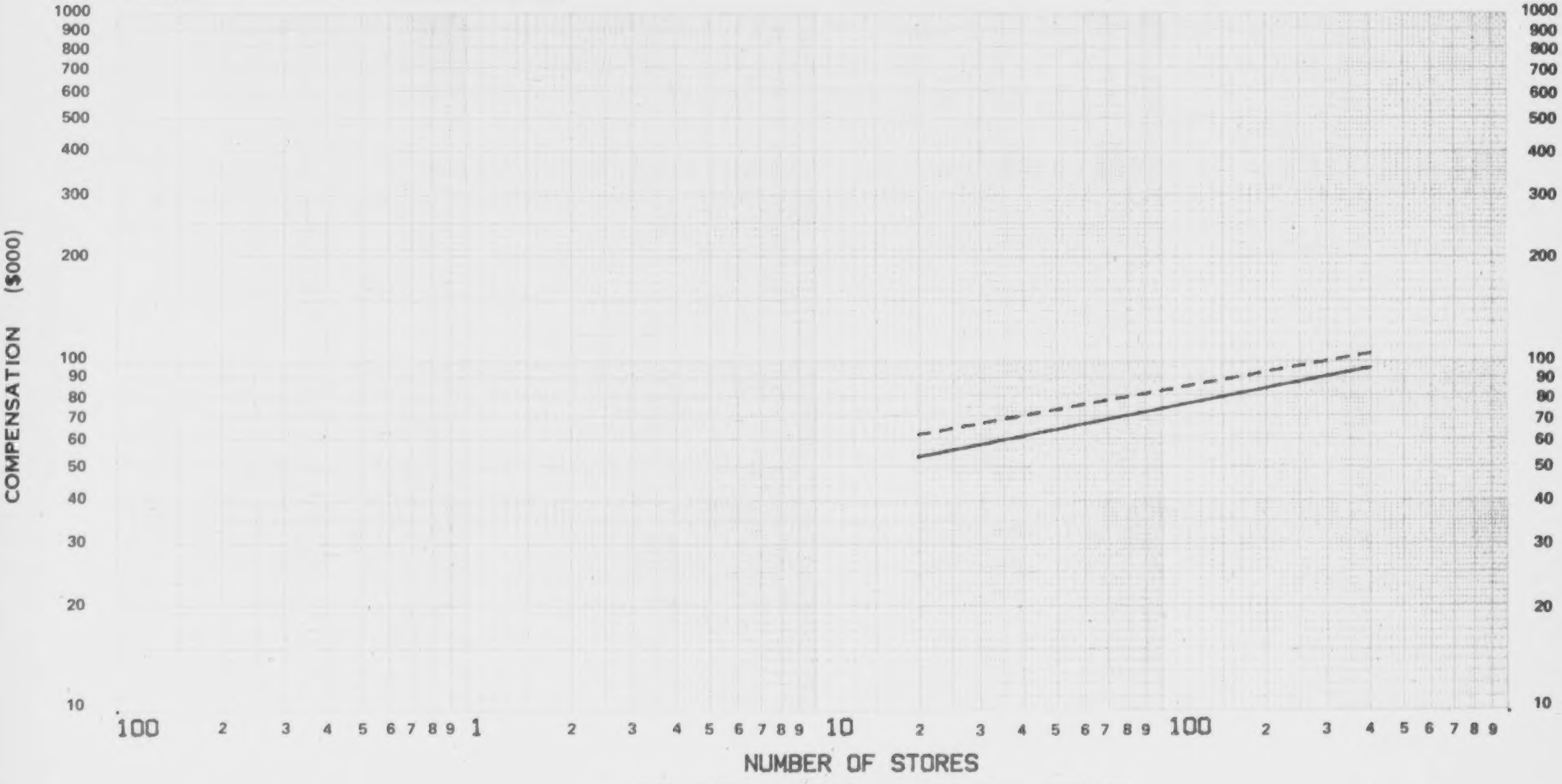
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 16 - TOP REAL ESTATE EXECUTIVE

SCOPE NUMBER OF STORES	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.	$115.5	$ 26.5	$142.0		$ 85.1	$104.0	$122.9
	CEO/PRESIDENT	110.0	101.0	211.0				
		102.0	34.0	136.0				
	CEO/PRESIDENT	100.0	20.8	120.8		84.1	112.1	140.2
	CEO/PRESIDENT	75.0	2.5	77.5		48.0	72.0	96.0
	VICE PRESIDENT	68.3	16.4	84.7		65.0	86.7	108.4
	SENIOR V.P.	65.4	18.8	84.2		60.2	75.2	90.2
	DIV. V.P./MGR.	65.4	0.0	65.4				
	VICE PRESIDENT	65.0	8.0	73.0		61.6	80.0	98.3
	CEO/PRESIDENT	56.9	4.4	61.3		29.1	39.3	49.5
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 82.4	$ 23.2	$105.6				
	NO IN POSITION: 45							
126.8	POSITION AVERAGE:	$ 80.6	$ 15.7	$ 96.3	$ 53.5			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.22	1.27
Bonus Co's Total Comp	------	0.20	1.26
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #16 - TOP REAL ESTATE EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2500.0 AND ABOVE	SENIOR V.P.	$ 89.2	$ 0.0	$ 89.2				
	SENIOR V.P.	89.0	8.9	97.9		$ 83.0	$ 92.0	$100.0
		88.1	10.0	98.1				
	EXEC. V.P.	79.4	24.7	104.1				
	SENIOR V.P.	76.7	8.0	84.7		49.8	62.2	74.6
	GROUP EXEC.				$ 60.4	46.6	58.3	72.9
	SENIOR V.P.	59.6	13.9	73.5		50.0	62.5	75.0
	EXEC. V.P.	59.5	2.9	62.4		49.3	65.7	82.2
	GROUP EXEC.	52.0	9.8	61.8				
	NO IN POSITION:	9						
$ 4795.4	WEIGHTED GROUP AVG:	$ 74.2	$ 9.8	$ 84.0	$ 60.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9 TO $1000.0	C.O.O.	$135.9	$ 16.4	$152.3				
	SENIOR V.P.	77.0	0.0	77.0				
	SENIOR V.P.	68.0	10.2	78.2		$ 51.9	$ 64.9	$ 77.9
	EXEC. V.P.	66.2	23.4	89.6		63.2	79.0	94.8
	EXEC. V.P.				$ 60.3	42.5	52.0	61.6
	VICE PRESIDENT				60.0	42.6	55.5	68.4
	C.O.O.	52.0	8.0	60.0				
	VICE PRESIDENT	50.7	10.0	60.7				
	C.O.O.				47.8	39.0	47.7	56.5
	C.O.O.	47.7	3.6	51.3		41.2	51.2	61.3
	SENIOR V.P.	42.0	6.7	48.7				
	VICE PRESIDENT	39.3	3.5	42.8		31.0	36.0	40.0
	SENIOR V.P.	39.0	0.0	39.0		31.3	36.8	42.3
	NO IN POSITION: 13							
$ 1531.4	WEIGHTED GROUP AVG:	$ 61.8	$ 8.2	$ 70.0	$ 56.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$999.9 TO $500.0	SENIOR V.P.	$ 69.0	$ 4.0	$ 73.0		$ 51.3	$ 64.1	$ 77.0
	CEO/PRESIDENT	68.0	17.0	85.0		53.4	66.8	80.1
	CEO/PRESIDENT	66.0	19.8	85.8		53.4	66.8	80.1
	CEO/PRESIDENT	65.8	0.0	65.8		55.0	68.7	82.3
	SENIOR V.P.	58.5	9.0	67.5		48.4	60.5	72.6
	EXEC. V.P.				$ 56.7			
	EXEC. V.P.	55.9	2.0	57.9				
	ASST. V.P./DIR	54.0	5.4	59.4				
	GROUP EXEC.	53.5	10.4	63.9				
	VICE PRESIDENT	51.4	10.0	61.4		43.3	53.0	62.7
	SENIOR V.P.	50.7	1.9	52.6				
	VICE PRESIDENT				49.5	46.2	56.6	67.0
	VICE PRESIDENT	43.0	0.0	43.0				
	SENIOR V.P.	40.5	0.0	40.5		36.0	47.3	58.3
	CEO/PRESIDENT	40.0	11.0	51.0		30.4	38.7	47.0
	VICE PPESIDENT	38.2	0.0	38.2				
	GROUP EXEC.				31.0			
	NO IN POSITION: 17							
$ 752.6	WEIGHTED GROUP AVG:	$ 53.9	$ 6.5	$ 60.4	$ 45.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 17 - TOP SECURITY/LOSS PREVENTION EXEC.

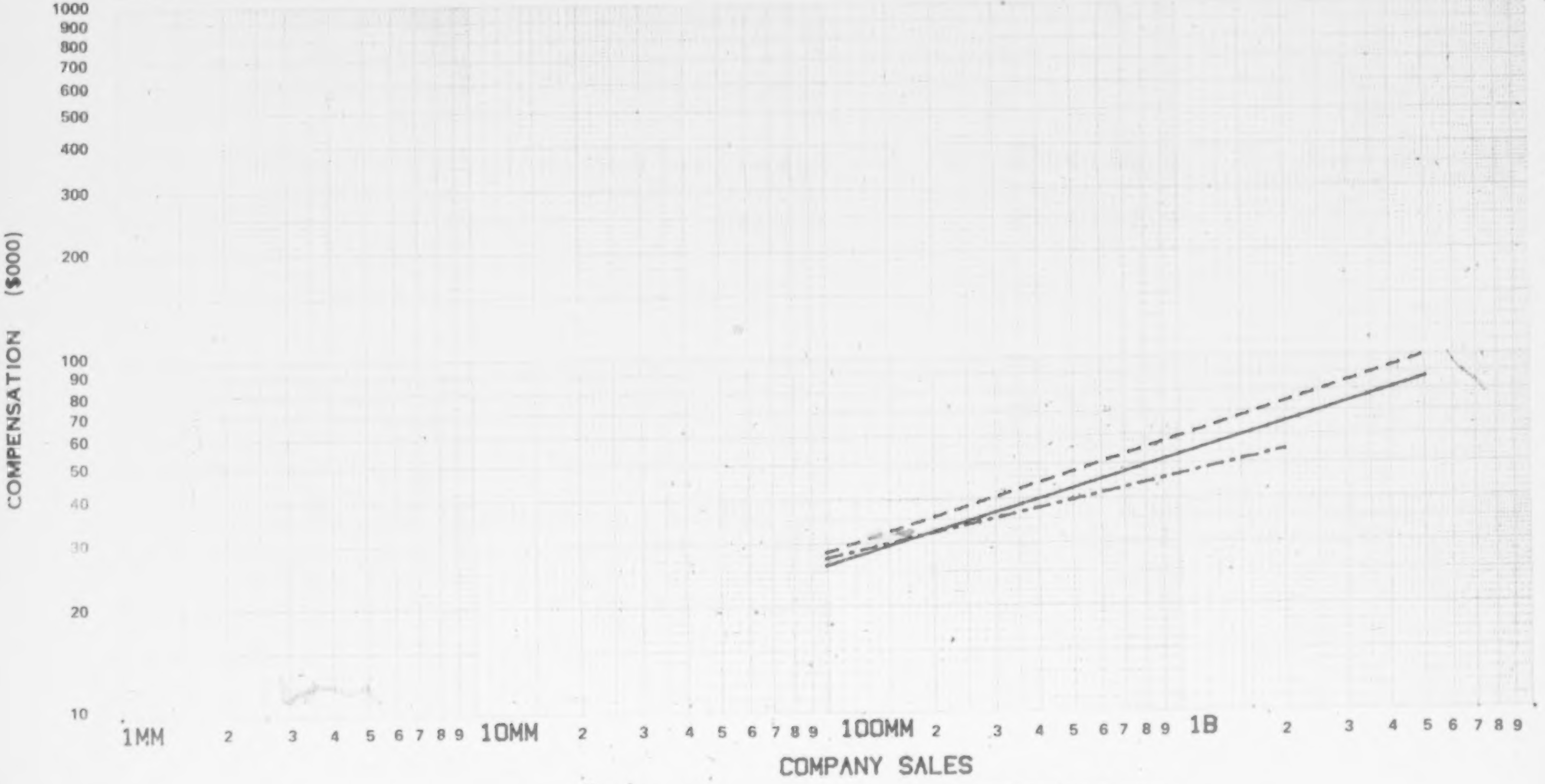
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9	VICE PRESIDENT	$ 77.5	$ 7.0	$ 84.5		$ 48.0	$ 72.0	$ 96.0
AND BELOW	VICE PRESIDENT	64.8	16.2	81.0				
	SENIOR V.P.	44.0	12.0	56.0				
	BOARD OF DIR.				$ 40.0	36.0	44.0	48.0
	CEO/PRESIDENT	38.5	5.0	43.5				
	EXEC. V.P.	38.0	2.1	40.1				
	EXEC. V.P.				37.4			
	C.O.O.	35.3	2.7	38.0				
	EXEC. V.P.	33.8	12.2	46.0				
	VICE PRESIDENT	33.1	3.4	36.5		23.9	29.4	34.9
	GROUP EXEC.				31.2			
	SENIOR V.P.	27.3	2.0	29.3				
	EXEC. V.P.				27.0			
	EXEC. V.P.				26.0			
	VICE PRESIDENT				26.0	24.7	29.6	35.6
	NO IN POSITION: 15							
$ 294.7	WEIGHTED GROUP AVG:	$ 43.6	$ 6.9	$ 50.5	$ 31.3			
	NO IN POSITION: 54							
$ 1486.7	POSITION AVERAGE:	$ 57.5	$ 7.7	$ 65.2	$ 42.6			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.59	1.22
Bonus Co's Total Comp	------	0.58	1.25
Nonbonus Co's Salary	-.-.-.-	0.75	1.19



SURVEY POSITION #17 - TOP SECURITY/LOSS PREVENTION EXEC.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

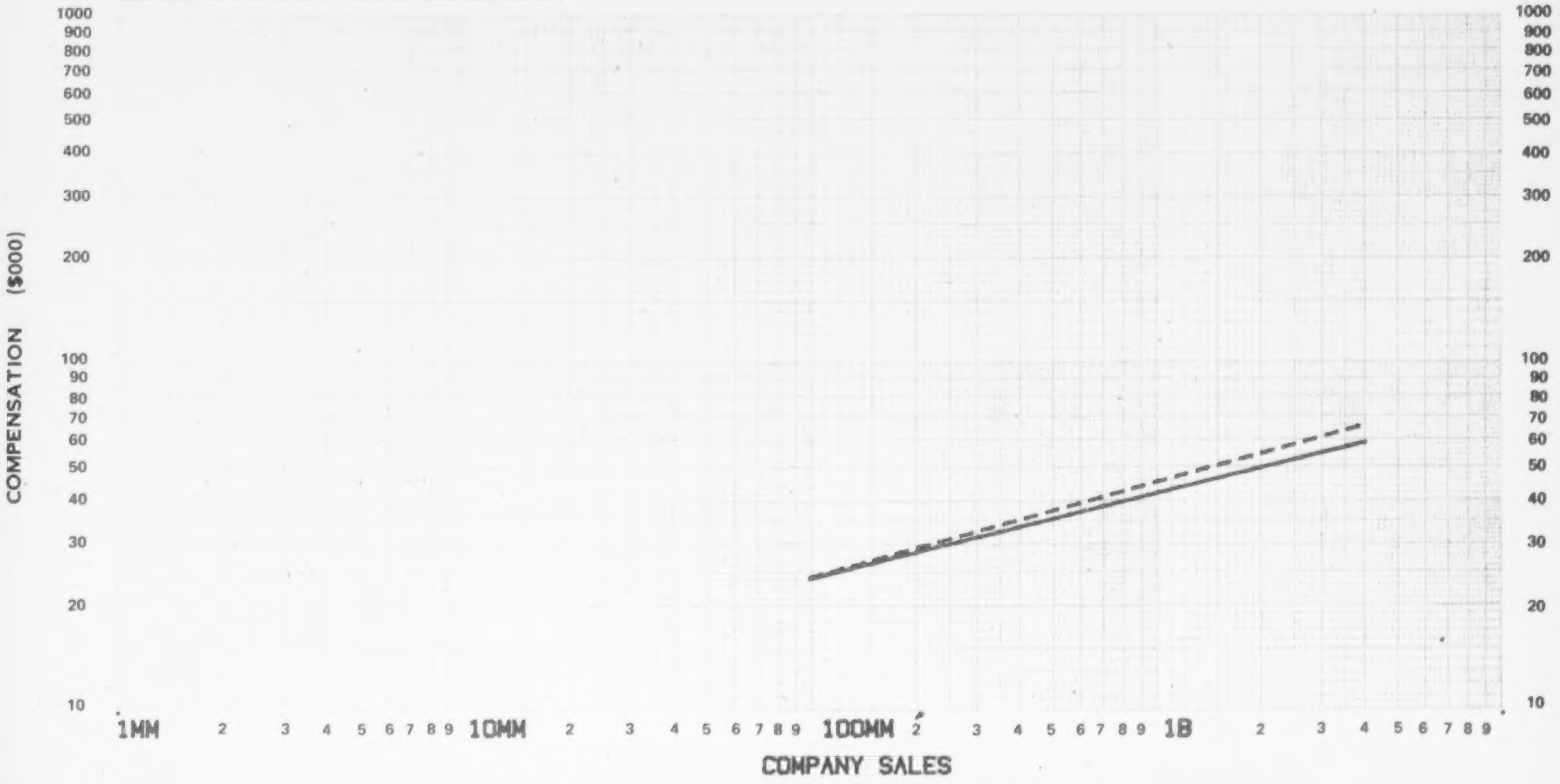
Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$ 90.8	$ 75.0	$165.8				
		66.6	0.0	66.6				
	VICE PRESIDENT	62.0	12.0	74.0				
	VICE PRESIDENT	61.2	10.0	71.2				
	ASST. V.P./DIR	55.1	10.7	65.8				
	SENIOR V.P.				$ 47.2	$ 44.0	$ 53.6	$ 63.2
	SENIOR V.P.	44.2	0.0	44.2				
	VICE PRESIDENT	41.3	5.9	47.2		39.2	48.8	56.2
	NO IN POSITION:	8						
$ 2602.6	WEIGHTED GROUP AVG:	$ 60.2	$ 16.2	$ 76.4	$ 47.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 18 - TOP SANITATION EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9 AND BELOW	VICE PRESIDENT	$ 46.8	$ 7.3	$ 54.1		$ 39.3	$ 47.9	$ 56.4
	SENIOR V.P.	46.0	7.4	53.4				
	SENIOR V.P.	44.3	0.0	44.3		36.0	47.3	58.3
	VICE PRESIDENT				$ 41.4	37.1	45.5	53.8
	C.O.O.	41.0	3.1	44.1		29.6	37.1	44.4
	ASST. V.P./DIR				40.5	32.0	43.0	54.0
	EXEC. V.P.	38.7	1.3	40.0				
	ASST. V.P./DIR	37.5	0.0	37.5		31.3	36.8	42.3
	VICE PRESIDENT				34.7	26.3	33.1	39.4
	EXEC. V.P.				33.5			
	SENIOR V.P.				32.5			
	ASST. V.P./DIR	30.5	0.8	31.3				
	GROUP EXEC.	28.5	1.5	30.0				
	NO IN POSITION: 13							
$ 752.6	WEIGHTED GROUP AVG:	$ 39.2	$ 2.6	$ 41.8	$ 36.5			
	NO IN POSITION: 21							
$ 1457.4	POSITION AVERAGE:	$ 49.0	$ 9.0	$ 58.0	$ 38.3			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.81	1.18
Bonus Co's Total Comp	- - - - - -	0.57	1.22
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #18 - TOP SANITATION EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$2500.0 AND ABOVE	EXEC. V.P.	$265.0	$132.5	$397.5				
	CEO/PRESIDENT	240.0	87.0	327.0		$170.7	$213.3	$256.0
	CEO/PRESIDENT	210.0	107.2	317.2				
	EXEC. V.P.	190.0	38.0	228.0				
	EXEC. V.P.	165.0	54.0	219.0				
	C.O.O.	145.0	36.9	181.9		124.4	152.1	179.8
	C.O.O.	130.0	20.9	150.9		106.5	141.9	177.5
	C.O.O.	127.8	65.2	193.0		157.1	208.4	259.6
	CEO/PRESIDENT	121.0	224.6	345.6				
	CEO/PRESIDENT	120.1	30.0	150.1				
	CEO/PRESIDENT	100.5	42.7	143.2		100.5	125.6	150.7
	DIV. V.P./MGR.	100.0	0.0	100.0				
		88.2	28.0	116.2				
	GROUP EXEC.	81.0	15.2	96.2				
	NO IN POSITION:	15						
$ 5558.9	WEIGHTED GROUP AVG:	$148.6	$ 61.2	$209.8				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	C.O.O.				$213.7			
TO	C.O.O.	$165.0	$ 67.5	$232.5				
$1000.0	CEO/PRESIDENT	160.0	78.8	238.8		$115.4	$144.3	$173.2
	C.O.O.	160.0	41.6	201.6		117.9	147.9	178.0
	C.O.O.				154.0	103.4	129.2	155.1
	CEO/PRESIDENT	146.0	58.4	204.4				
	C.O.O.	137.0	62.5	199.5				
	C.O.O.	134.0	0.0	134.0				
	C.O.O.	115.7	61.4	177.1		91.4	120.0	148.6
	CEO/PRESIDENT	115.0	57.9	172.9		122.0	152.0	182.0
	C.O.O.	100.0	7.5	107.5				
	VICE PRESIDENT	100.0	25.0	125.0				
	CEO/PRESIDENT	100.0	8.0	108.0				
	SENIOR V.P.	85.0	10.5	95.5		71.0	81.0	91.0
	SENIOR V.P.	82.0	28.0	110.0				
	SENIOR V.P.	68.0	12.8	80.8				
	SENIOR V.P.	60.5	0.0	60.5		87.2	102.6	117.9
	CEO/PRESIDENT	56.5	9.7	66.2				
	NO IN POSITION: 18							
$ 1600.2	WEIGHTED GROUP AVG:	$111.5	$ 33.1	$144.6	$183.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$999.9	CEO/PRESIDENT	$157.1	$ 0.0	$157.1		$ 94.2	$117.7	$141.2
TO	SENIOR V.P.	122.0	39.0	161.0				
$500.0	CEO/PRESIDENT	120.0	0.0	120.0				
	CEO/PRESIDENT	110.7	19.9	130.6				
	CEO/PRESIDENT	110.2	47.2	157.4		74.6	97.0	119.4
	SENIOR V.P.	110.0	38.5	148.5				
	CEO/PRESIDENT	105.0	0.0	105.0				
	CEO/PRESIDENT	105.0	35.0	140.0				
	C.O.O.	103.0	43.8	146.8		103.6	134.0	164.2
	CEO/PRESIDENT	100.0	25.0	125.0				
	C.O.O.	94.0	27.0	121.0				
	CEO/PRESIDENT	83.2	9.9	93.1				
	CEO/PRESIDENT	70.0	0.0	70.0				
	C.O.O.				$ 67.0			
	C.O.O.	64.5	19.4	83.9		67.4	82.6	97.7
	NO IN POSITION:	15						
$ 732.2	WEIGHTED GROUP AVG:	$103.9	$ 21.8	$125.7	$ 67.0			

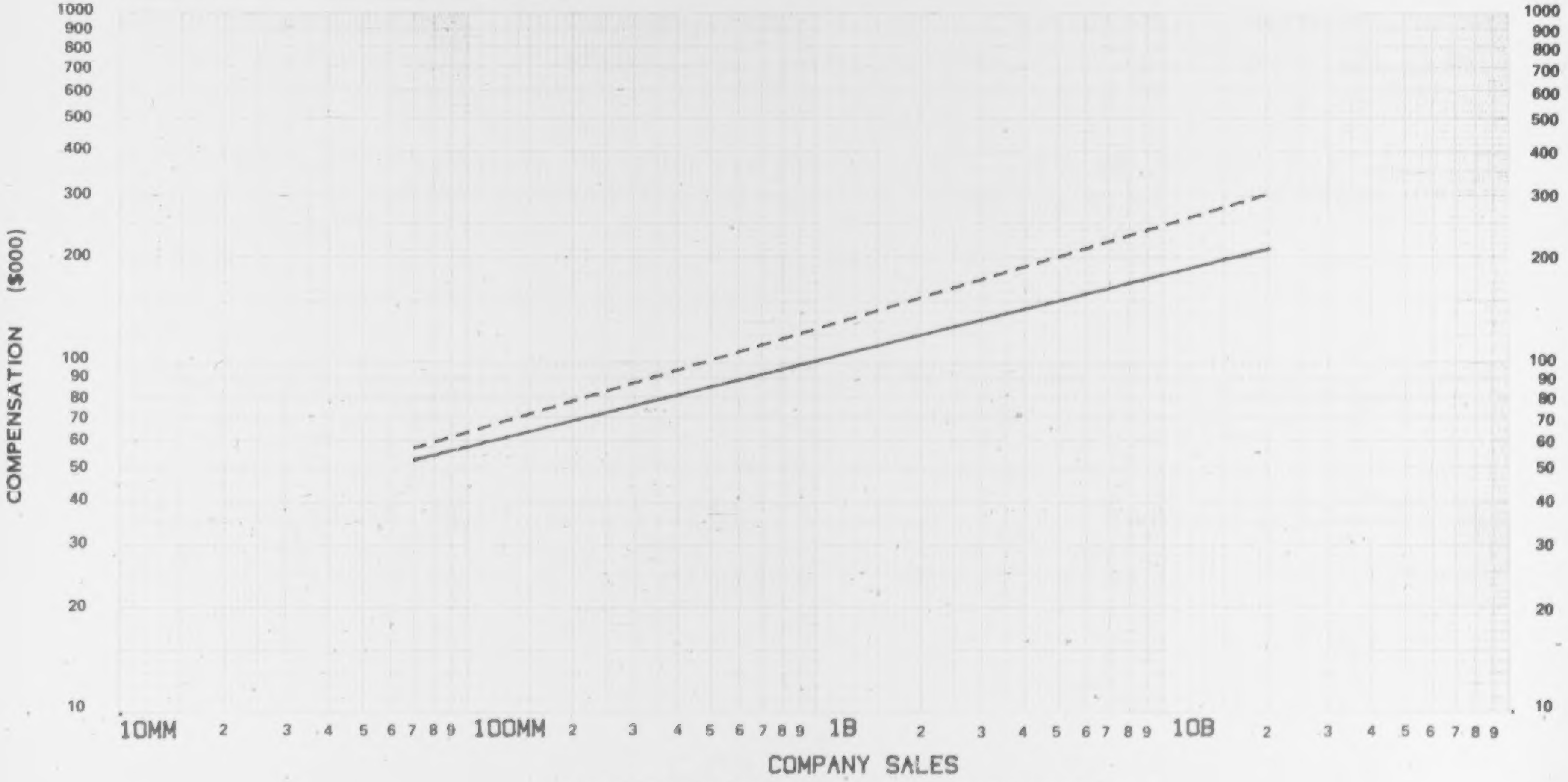
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 19 - TOP MERCHANDISING & PROCUREMENT EXEC.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$175.0	$ 52.5	$227.5				
	CEO/PRESIDENT	170.0	0.0	170.0		$126.4	$158.0	$197.5
	CEO/PRESIDENT	160.0	37.5	197.5				
	CEO/PRESIDENT	99.8	24.9	124.7		110.9	138.0	165.0
	C.O.O.				$ 96.0			
	CEO/PRESIDENT	90.0	15.0	105.0				
	BOARD OF DIR.				85.1			
	EXEC. V.P.				82.9			
	CEO/PRESIDENT	66.0	27.5	93.5				
	SENIOR V.P.	53.0	15.0	68.0				
	CEO/PRESIDENT	50.0	0.0	50.0				
	CEO/PRESIDENT	50.0	6.0	56.0				
	C.O.O.				49.4			
	NO IN POSITION: 13							
$ 294.6	WEIGHTED GROUP AVG:	$101.5	$ 19.9	$121.4	$ 78.4			
	NO IN POSITION: 61							
$ 2082.0	POSITION AVERAGE:	$118.2	$ 35.8	$154.0	$106.9			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.32
Bonus Co's Total Comp	- - - - - -	0.46	1.38
Nonbonus Co's Salary	—·—·—·		



SURVEY POSITION #19 - TOP MERCHANDISING & PROCUREMENT EXEC.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE		$108.0	$ 32.0	$140.0				
	C.O.O.	105.0	26.8	131.8		$ 77.3	$ 94.5	$111.7
	CEO/PRESIDENT	102.9	100.0	202.9				
		102.8	38.8	141.6				
	EXEC. V.P.	97.5	19.5	117.0				
	SENIOR V.P.	90.0	24.0	114.0				
		89.6	18.0	107.6				
	GROUP EXEC.	89.0	16.7	105.7				
	VICE PRESIDENT	78.7	10.3	89.0		62.4	77.9	93.6
	SENIOR V.P.	78.6	18.8	97.4		60.3	75.3	90.2
	EXEC. V.P.	76.0	11.4	87.4				
	SENIOR V.P.	69.5	8.2	77.7		55.2	73.6	92.0
	VICE PRESIDENT	65.8	28.1	93.9		43.8	56.9	70.0
	VICE PRESIDENT	63.9	0.0	63.9				
	NO IN POSITION:	14						
$ 5716.7	WEIGHTED GROUP AVG:	$ 86.9	$ 25.1	$112.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2499.9	C.O.O.	$125.1	$ 15.0	$140.1				
TO	SENIOR V.P.				$105.6	$ 68.6	$ 85.8	$102.8
$1000.0	SENIOR V.P.	89.5	0.0	89.5				
	VICE PRESIDENT	73.0	14.7	87.7				
	GROUP EXEC.	71.3	25.6	96.9		59.7	76.0	92.0
	EXEC. V.P.	70.0	24.4	94.4		63.2	79.0	94.8
	CEO/PRESIDENT	70.0	15.2	85.2				
	SENIOR V.P.	66.0	8.2	74.2		50.0	60.0	70.0
	EXEC. V.P.	65.0	4.9	69.9		47.2	59.2	71.2
	EXEC. V.P.	65.0	13.0	78.0				
	VICE PRESIDENT	65.0	4.9	69.9		57.5	76.7	95.9
	SENIOR V.P.	62.3	13.2	75.5				
	SENIOR V.P.				61.7	62.9	78.0	93.1
	VICE PRESIDENT				56.5	56.5	69.2	81.9
	C.O.O.	54.0	18.0	72.0				
	VICE PRESIDENT				50.7	42.6	55.5	68.4
	VICE PRESIDENT	46.8	10.0	56.8				
					27.5	24.9	29.3	33.7
	NO IN POSITION: 18							
$ 1600.2	WEIGHTED GROUP AVG:	$ 71.0	$ 12.9	$ 83.9	$ 60.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

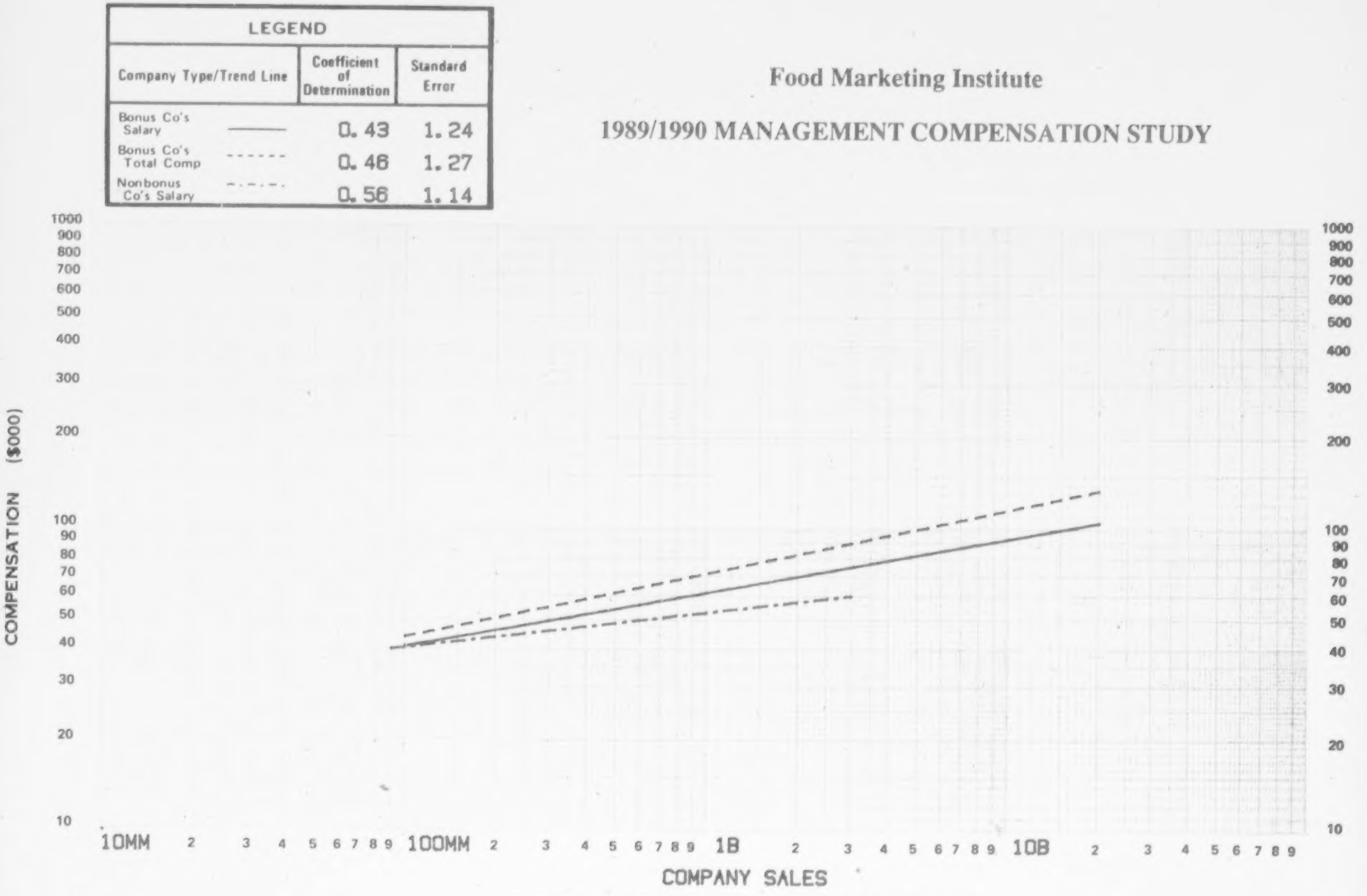
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	SENIOR V.P.	$ 84.0	$ 0.0	$ 84.0		$ 59.4	$ 74.2	$ 89.0
TO	GROUP EXEC.	80.5	19.0	99.5				
$500.0	C.O.O.	69.6	6.3	75.9				
	CEO/PRESIDENT	69.5	7.5	77.0				
	VICE PRESIDENT	68.0	17.0	85.0		53.4	66.8	80.1
	ASST. V.P./DIR	66.8	10.0	76.8				
	C.O.O.	66.5	3.0	69.5				
	VICE PRESIDENT	65.5	24.5	90.0		58.6	71.8	85.0
	EXEC. V.P.	63.3	0.6	63.9				
	CEO/PRESIDENT	62.3	8.5	70.8				
	SENIOR V.P.	58.0	0.0	58.0				
	VICE PRESIDENT				$ 57.7			
	VICE PRESIDENT	53.5	10.3	63.8		47.2	58.3	69.3
	SENIOR V.P.	52.3	0.0	52.3				
	CEO/PRESIDENT	52.0	23.4	75.4		42.8	54.6	66.4
	C.O.O.				45.9			
	SENIOR V.P.	45.0	0.0	45.0		39.2	51.5	63.7
	VICE PRESIDENT	37.8	5.0	42.8		30.6	41.8	50.1
	GROUP EXEC.	31.0	4.0	35.0		30.5	38.8	47.2
	NO IN POSITION: 19							
$ 753.3	WEIGHTED GROUP AVG:	$ 60.3	$ 8.2	$ 68.5	$ 51.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 20 - TOP ADVERTISING EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$499.9	VICE PRESIDENT	$100.0	$ 25.0	$125.0				
AND BELOW	VICE PRESIDENT	97.5	0.0	97.5		$ 73.6	$ 92.0	$115.0
	CEO/PRESIDENT				$ 72.8			
	CEO/PRESIDENT	64.0	7.5	71.5				
	BOARD OF DIR.	58.5	5.0	63.5				
	VICE PRESIDENT	55.0	7.5	62.5		48.0	72.0	96.0
	EXEC. V.P.	54.6	9.9	64.5				
	SENIOR V.P.				52.6			
	VICE PRESIDENT				49.8	41.6	49.9	59.8
	EXEC. V.P.	44.5	3.0	47.5				
	EXEC. V.P.	43.8	2.0	45.8				
	ASST. V.P./DIR	42.9	10.0	52.9				
	VICE PRESIDENT	38.8	4.5	43.3		29.1	39.3	49.5
	ASST. V.P./DIR	34.6	3.0	37.6				
	VICE PRESIDENT				34.5			
	NO IN POSITION: 15							
$ 279.9	WEIGHTED GROUP AVG:	$ 57.7	$ 7.0	$ 64.7	$ 52.4			
	NO IN POSITION: 66							
$ 1929.5	POSITION AVERAGE:	$ 69.1	$ 13.4	$ 82.5	$ 55.9			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.43	1.24
Bonus Co's Total Comp	------	0.46	1.27
Nonbonus Co's Salary	-.-.-.-	0.56	1.14

SURVEY POSITION #20 - TOP ADVERTISING EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY

SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND ABOVE	SENIOR V.P.	$121.7	$ 44.5	$166.2				
	SENIOR V.P.	115.0	30.1	145.1				
	VICE PRESIDENT	105.0	39.2	144.2				
	CEO/PRESIDENT	104.3	22.0	126.3				
	SENIOR V.P.	102.0	15.6	117.6		$ 68.3	$ 85.3	$102.4
	SENIOR V.P.	99.0	22.9	121.9		77.4	103.1	128.9
	EXEC. V.P.	97.0	41.2	138.2		79.5	99.4	119.3
	SENIOR V.P.	89.0	0.0	89.0				
	SENIOR V.P.	85.0	17.0	102.0				
	SENIOR V.P.	85.0	11.9	96.9		75.7	94.2	112.8
	VICE PRESIDENT	85.0	33.4	118.4		56.8	75.3	93.8
	VICE PRESIDENT	57.0	18.0	75.0				
	NO IN POSITION: 12							
$ 2379.2	WEIGHTED GROUP AVG:	$ 95.4	$ 24.7	$120.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9	SENIOR V.P.	$130.0	$ 40.0	$170.0				
TO	SENIOR V.P.				$126.9	$ 82.9	$103.7	$124.4
$300.0	GROUP EXEC.	120.0	17.4	137.4				
	SENIOR V.P.	110.0	33.3	143.3				
	EXEC. V.P.	95.0	7.1	102.1		60.6	77.3	94.0
	EXEC. V.P.	90.0	36.0	126.0				
	VICE PRESIDENT	75.0	16.1	91.1		54.4	67.6	80.9
	VICE PRESIDENT	71.0	8.0	79.0		58.0	66.0	75.0
	BOARD OF DIR.	67.6	30.9	98.5		46.7	59.5	72.3
	VICE PRESIDENT	66.0	19.8	85.8		53.4	66.8	80.1
	VICE PRESIDENT	65.9	9.8	75.7				
	SENIOR V.P.	56.0	0.0	56.0		46.7	60.9	75.2
	VICE PRESIDENT	51.6	6.1	57.7				
	VICE PRESIDENT				46.0	46.2	56.6	67.0
	ASST. V.P./DIR	44.3	1.0	45.3		35.2		
	NO IN POSITION: 21							
$ 497.8	WEIGHTED GROUP AVG:	$ 76.2	$ 21.6	$ 97.8	$ 86.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

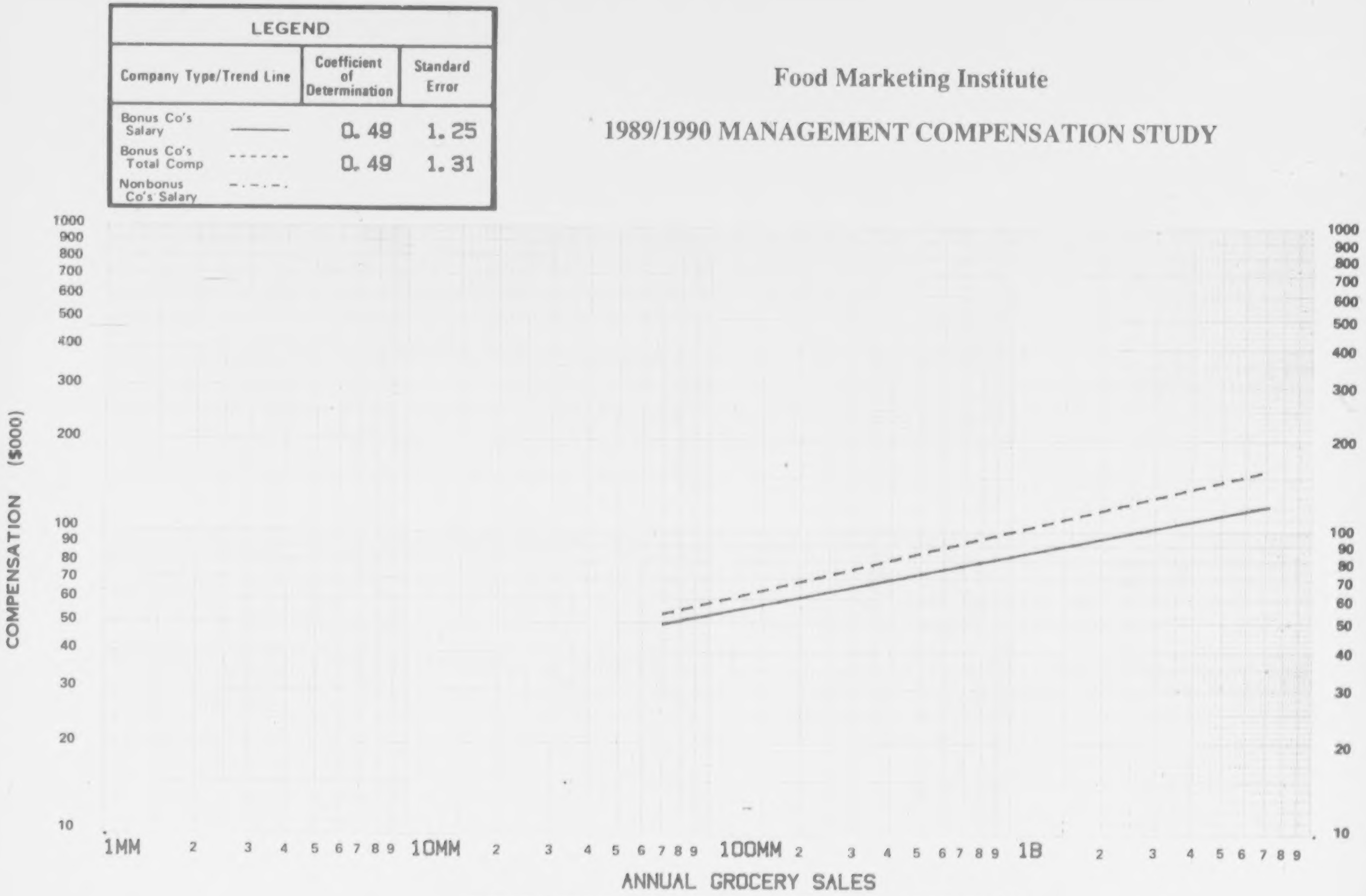
SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$299.9 AND BELOW	SENIOR V.P.	$110.0	$ 0.0	$110.0		$ 88.0	$110.0	$137.5
	VICE PRESIDENT	91.8	22.9	114.7				
	CEO/PRESIDENT	75.2	4.4	79.6		67.3	84.1	100.9
	SENIOR V.P.	75.0	0.0	75.0				
	GROUP EXEC.	74.0	14.8	88.8		41.2	52.2	62.5
	CEO/PRESIDENT	62.6	5.3	67.9		48.8	60.0	71.2
	CEO/PRESIDENT	58.5	5.0	63.5				
	EXEC. V.P.	58.4	5.0	63.4				
	VICE PRESIDENT	58.2	11.5	69.7		48.4	60.5	72.6
	CEO/PRESIDENT	57.8	5.2	63.0				
	VICE PRESIDENT	54.1	4.4	58.5		29.1	39.3	49.5
	ASST. V.P./DIR	46.8	15.0	61.8				
	C.O.O.	46.7	4.6	51.3				
	VICE PRESIDENT	45.7	0.0	45.7		46.0	54.2	62.3
	EXEC. V.P.	45.3	5.0	50.3				
	NO IN POSITION:	15						
$ 187.0	WEIGHTED GROUP AVG:	$ 64.0	$ 6.9	$ 70.9				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 21 - TOP GROCERY OPERATIONS EXECUTIVE

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	C.O.O.	$130.0	$ 24.4	$154.4				
	SENIOR V.P.	104.0	15.6	119.6				
	CEO/PRESIDENT	102.9	150.0	252.9				
		102.0	30.0	132.0				
	SENIOR V.P.	95.0	24.2	119.2		$ 66.1	$ 80.9	$ 95.7
	CEO/PRESIDENT	87.0	24.6	111.6				
	SENIOR V.P.	80.3	0.0	80.3		59.4	74.2	89.0
	VICE PRESIDENT	74.0	10.0	84.0		48.0	72.0	96.0
	VICE PRESIDENT				$ 68.0			
	VICE PRESIDENT	60.0	15.0	75.0				
	GROUP EXEC.				55.1	42.6	55.5	68.4
	CEO/PRESIDENT				43.5			
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 92.8	$ 32.6	$125.4	$ 55.5			
	NO IN POSITION: 60							
$ 871.0	POSITION AVERAGE:	$ 79.8	$ 20.1	$ 99.9	$ 67.9			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #21 - TOP GROCERY OPERATIONS

EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$250.0	SENIOR V.P.	$111.5	$ 27.3	$138.8		$ 85.0	$113.3	$141.7
AND ABOVE	SENIOR V.P.	107.9	33.8	141.7				
	SENIOR V.P.	100.0	30.0	130.0				
	EXEC. V.P.	96.5	41.2	137.7		74.2	92.7	111.2
	CEO/PRESIDENT	93.6	21.0	114.6				
	GROUP EXEC.	90.0	18.0	108.0				
	VICE PRESIDENT	89.7	38.5	128.2		56.8	75.3	93.8
	SENIOR V.P.	72.0	23.0	95.0				
	SENIOR V.P.	67.2	11.4	78.6		73.7	92.1	110.5
	VICE PRESIDENT	62.3	15.4	77.7		62.3	77.9	93.5
	NO IN POSITION:	10						
$ 643.2	WEIGHTED GROUP AVG:	$ 89.1	$ 25.9	$115.0				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	GROUP EXEC.	$116.0	$ 37.1	$153.1				
TO	SENIOR V.P.	108.0	0.0	108.0				
$150.0	EXEC. V.P.	85.0	11.0	96.0				
	EXEC. V.P.	85.0	6.4	91.4		$ 60.6	$ 77.3	$ 94.0
	VICE PRESIDENT	84.1	20.1	104.2		65.0	86.7	108.4
	VICE PRESIDENT	82.0	26.0	108.0				
	VICE PRESIDENT				$ 66.0	56.5	69.2	81.9
	VICE PRESIDENT	63.5	8.3	71.8		53.1	65.6	78.1
	ASST. V.P./DIR	63.0	9.5	72.5				
	VICE PRESIDENT	60.0	18.0	78.0		53.4	66.8	80.1
	VICE PRESIDENT	50.0	4.9	54.9		39.0	46.0	54.0
	NO IN POSITION:	13						
$ 178.2	WEIGHTED GROUP AVG:	$ 82.5	$ 12.3	$ 94.8	$ 66.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS
EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$149.9	SENIOR V.P.				$118.8	$ 82.9	$103.7	$124.4
TO	CEO/PRESIDENT	$ 90.0	$ 0.0	$ 90.0				
$75.0	CEO/PRESIDENT	78.2	4.6	82.8		67.3	84.1	100.9
	VICE PRESIDENT	78.0	46.6	124.6		67.4	82.6	97.7
	BOARD OF DIR.	78.0	16.8	94.8				
	SENIOR V.P.	70.0	6.0	76.0				
	VICE PRESIDENT	69.8	8.0	77.8		53.2	66.5	79.8
	VICE PRESIDENT	69.5	13.9	83.4		52.0	64.4	76.8
	C.O.O.	63.0	15.5	78.5				
	VICE PRESIDENT	61.6	7.9	69.5				
	VICE PRESIDENT	60.5	10.9	71.4				
	ASST. V.P./DIR	60.0	1.0	61.0				
	BOARD OF DIR.	57.2	25.0	82.2		42.8	54.6	66.4
	SENIOR V.P.	56.0	0.0	56.0		42.8	56.1	69.5
	GROUP EXEC.	50.0	7.5	57.5		37.4	47.1	56.9
	ASST. V.P./DIR	47.2	0.0	47.2		46.0	54.2	62.3
	BOARD OF DIR.	33.8	50.2	84.0				
	NO IN POSITION: 23							
$ 105.7	WEIGHTED GROUP AVG:	$ 62.1	$ 16.5	$ 78.6	$118.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9	SENIOR V.P.	$ 92.0	$ 0.0	$ 92.0		$ 73.6	$ 92.0	$115.0
AND BELOW	SENIOR V.P.				$ 81.6			
	VICE PRESIDENT	79.5	19.8	99.3				
	CEO/PRESIDENT	71.5	8.5	80.0				
	C.O.O.				68.5			
	EXEC. V.P.	56.2	5.0	61.2				
	C.O.O.	55.4	25.7	81.1				
	EXEC. V.P.	53.5	5.7	59.2				
	ASST. V.P./DIR	49.4	15.0	64.4				
	CEO/PRESIDENT	48.7	2.5	51.2		41.0	49.8	58.6
	C.O.O.				48.1			
	C.O.O.	46.7	4.6	51.3				
	VICE PRESIDENT	43.9	4.0	47.9		29.1	39.3	49.5
	NO IN POSITION: 13							
$ 44.3	WEIGHTED GROUP AVG:	$ 59.7	$ 9.1	$ 68.8	$ 66.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 22 - TOP MEAT OPERATIONS EXECUTIVE

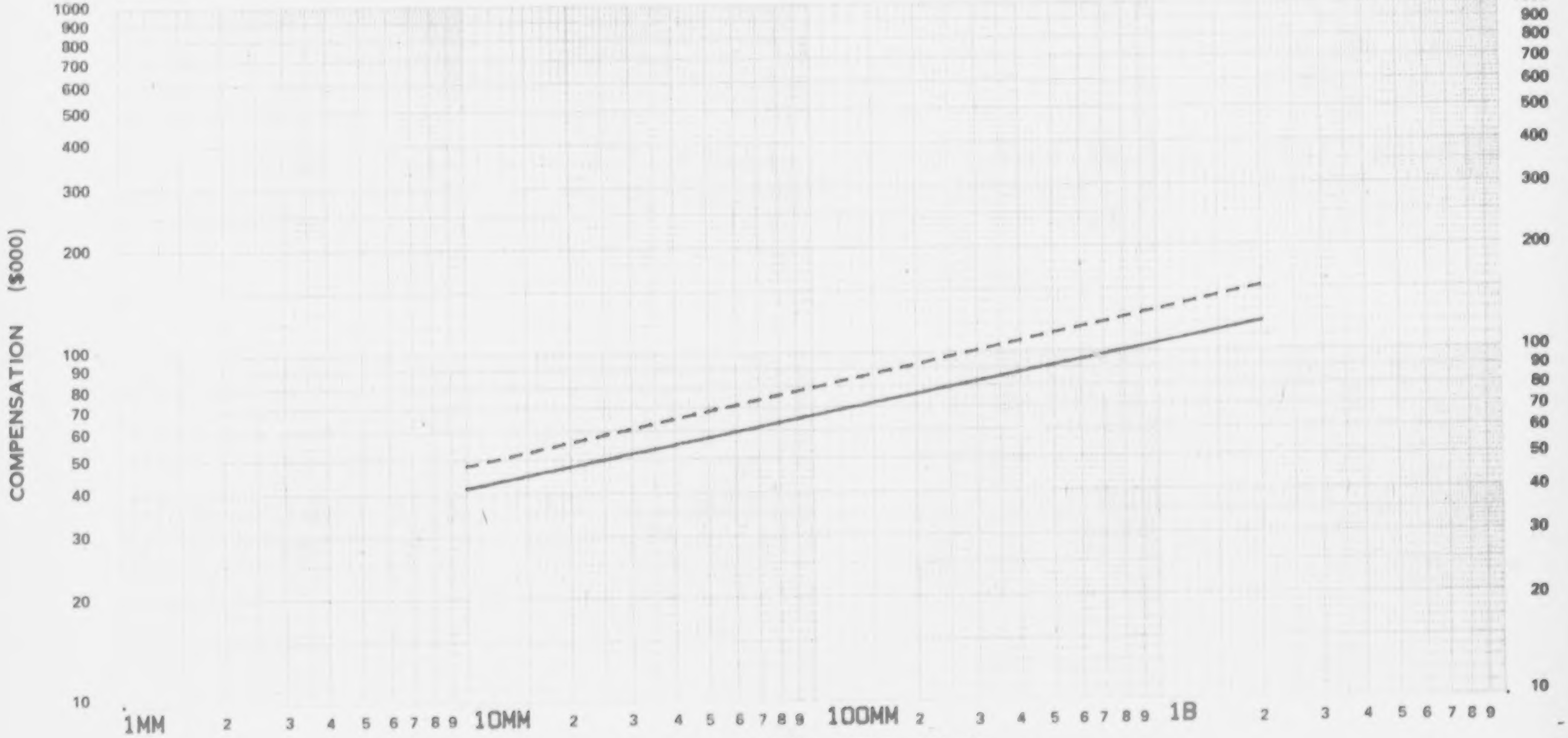
SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	C.O.O.	$127.0	$ 23.9	$150.9				
		126.0	37.0	163.0				
	SENIOR V.P.	110.0	27.0	137.0				
	SENIOR V.P.	105.0	29.5	134.5		$ 77.3	$152.1	$179.8
	CEO/PRESIDENT	102.9	112.3	215.2				
	VICE PRESIDENT	84.3	0.0	84.3		59.4	74.2	89.0
	VICE PRESIDENT	84.3	0.0	84.3				
	C.O.O.				$ 80.0			
	CEO/PRESIDENT	77.1	0.0	77.1				
	CEO/PRESIDENT	77.0	18.2	95.2				
	GROUP EXEC.				71.6	42.6	55.5	68.4
	VICE PRESIDENT	68.5	10.0	78.5		48.0	72.0	96.0
	SENIOR V.P.	64.9	15.6	80.5		50.2	62.8	75.4
	VICE PRESIDENT	63.0	15.0	78.0				
	CEO/PRESIDENT	48.0	0.0	48.0				
	NO IN POSITION: 15							
	WEIGHTED GROUP AVG:	$ 87.5	$ 22.2	$109.7	$ 75.8			
	NO IN POSITION: 74							
$ 199.2	POSITION AVERAGE:	$ 74.3	$ 17.2	$ 91.5	$ 76.4			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.43	1.24
Bonus Co's Total Comp	- - - - - -	0.42	1.27
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #22 - TOP MEAT OPERATIONS

EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

SCOPE ANNUAL PRODUCE SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	SENIOR V.P.				$135.5	$ 82.9	$103.7	$124.4
AND ABOVE	SENIOR V.P.	$127.5	$ 36.2	$163.7				
	CEO/PRESIDENT	118.0	36.0	154.0				
	GROUP EXEC.	102.5	20.5	123.0				
	VICE PRESIDENT	98.0	42.0	140.0		56.8	75.3	93.8
	SENIOR V.P.	98.0	30.0	128.0				
	GROUP EXEC.	88.5	14.5	103.0				
	SENIOR V.P.	78.0	0.0	78.0				
	VICE PRESIDENT	74.5	13.5	88.0		62.0	82.6	103.3
	SENIOR V.P.	73.5	5.8	79.3		73.7	92.1	110.5
	VICE PRESIDENT	68.0	9.5	77.5		53.1	65.6	78.1
	VICE PRESIDENT	66.1	16.5	82.6		62.3	77.9	93.5
	EXEC. V.P.	65.0	22.5	87.5		65.6	82.0	98.4
	VICE PRESIDENT	49.0	16.0	65.0				
	VICE PRESIDENT				48.0	56.5	69.2	81.9
	NO IN POSITION:	15						
$ 296.2	WEIGHTED GROUP AVG:	$ 85.1	$ 20.3	$105.4	$ 91.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$99.9	EXEC. V.P.	$ 95.0	$ 7.1	$102.1		$ 60.6	$ 77.3	$ 94.0
TO	C.O.O.	89.5	25.0	114.5				
$50.0	BOARD OF DIR.	78.0	11.9	89.9				
	VICE PRESIDENT	74.2	17.7	91.9		57.5	76.7	95.9
	VICE PRESIDENT	74.0	15.9	89.9		54.4	67.6	80.9
	VICE PRESIDENT	72.5	8.0	80.5		53.2	66.5	79.8
	VICE PRESIDENT	66.0	19.8	85.8		53.4	66.8	80.1
	EXEC. V.P.	65.0	18.2	83.2				
	VICE PRESIDENT	60.4	6.0	66.4				
	VICE PRESIDENT	60.0	17.5	77.5				
	BOARD OF DIR.	57.2	25.3	82.5		42.8	54.6	66.4
	SENIOR V.P.	56.0	0.0	56.0		42.8	56.1	69.5
	VICE PRESIDENT	55.0	6.2	61.2		41.0	50.0	59.0
	ASST. V.P./DIR	46.8	6.0	52.8				
	VICE PRESIDENT	42.6	5.1	47.7				
	GROUP EXEC.	42.4	5.9	48.3		37.4	47.1	56.9
	BOARD OF DIR.	33.8	62.2	96.0				
	NO IN POSITION:	23						
$ 69.4	WEIGHTED GROUP AVG:	$ 61.4	$ 17.8	$ 79.2				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	SENIOR V.P.	$110.0	$ 0.0	$110.0		$ 73.6	$ 92.0	$115.0
AND BELOW	CEO/PRESIDENT	83.2	9.9	93.1				
	VICE PRESIDENT	81.0	20.2	101.2				
	SENIOR V.P.				$ 80.4			
	SENIOR V.P.	80.0	0.0	80.0				
	BOARD OF DIR.	75.1	12.0	87.1				
	CEO/PRESIDENT	65.0	2.8	67.8		58.8	73.4	88.1
	EXEC. V.P.	64.6	7.4	72.0				
	C.O.O.				64.6			
	SENIOR V.P.	63.0	4.0	67.0				
	C.O.O.	60.0	25.5	85.5				
	EXEC. V.P.	56.2	5.0	61.2				
	ASST. V.P./DIR	54.9	0.0	54.9		46.0	54.2	62.3
	ASST. V.P./DIR	54.5	8.2	62.7				
	VICE PRESIDENT	52.0	6.7	58.7		46.2	56.6	67.0
	VICE PRESIDENT	50.5	4.4	54.9		29.1	39.3	49.5
	ASST. V.P./DIR	46.8	15.0	61.8				
	C.O.O.	46.1	4.6	50.7				
	C.O.O.				41.6			
	NO IN POSITION: 19							
$ 31.5	WEIGHTED GROUP AVG:	$ 65.2	$ 7.8	$ 73.0	$ 62.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 23 - TOP PRODUCE OPERATIONS EXECUTIVE

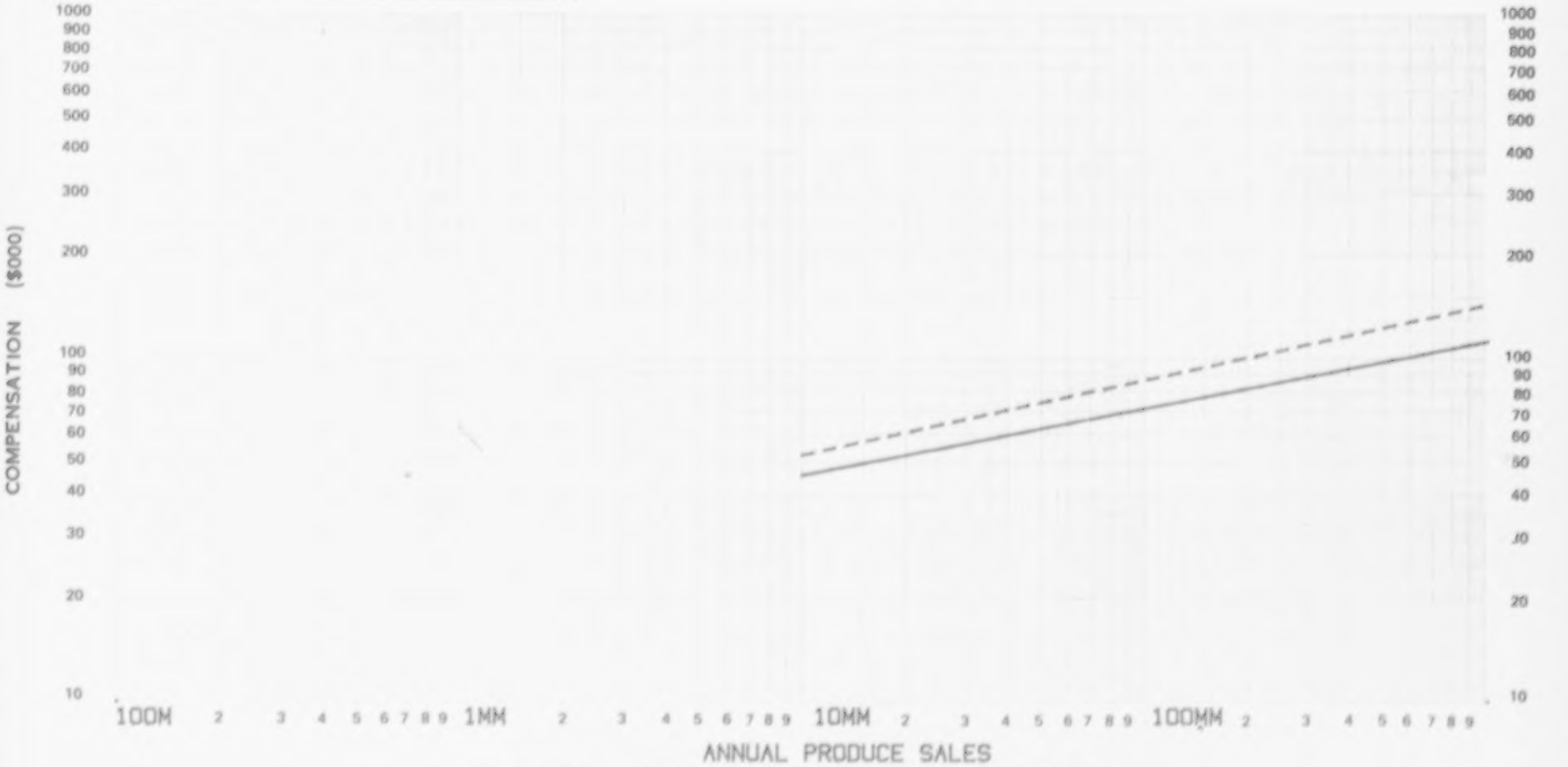
SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	C.O.O.	$119.0	$ 22.4	$141.4				
	SENIOR V.P.	110.0	21.0	131.0				
		105.0	40.0	145.0				
	SENIOR V.P.	91.4	24.5	115.9		$ 66.1	$ 80.9	$ 95.7
	VICE PRESIDENT	80.0	0.0	80.0		48.0	72.0	96.0
	VICE PRESIDENT	78.3	0.0	78.3		64.1	80.0	96.0
	CEO/PRESIDENT	64.5	12.0	76.5				
	VICE PRESIDENT	61.5	15.0	76.5				
	GROUP EXEC.				$ 56.9	42.6	55.5	68.4
	SENIOR V.P.	54.0	15.5	69.5		49.3	61.6	73.9
	VICE PRESIDENT	53.9	0.0	53.9				
	C.O.O.				52.0			
	CEO/PRESIDENT	42.0	0.0	42.0				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 78.1	$ 13.7	$ 91.8	$ 54.5			
	NO IN POSITION: 70							
$ 116.4	POSITION AVERAGE:	$ 70.2	$ 15.0	$ 85.2	$ 68.4			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.37	1.28
Bonus Co's Total Comp	- - - - - -	0.40	1.27
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #23 - TOP PRODUCE OPERATIONS

EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0	C.O.O.	$180.0	$ 35.0	$215.0				
AND ABOVE	CEO/PRESIDENT	149.1	39.9	189.0				
	C.O.O.	125.0	0.0	125.0				
	SENIOR V.P.				$120.4	$ 82.9	$103.7	$124.4
	SENIOR V.P.	112.0	16.8	128.8		68.3	85.3	102.4
	SENIOR V.P.	95.0	14.5	109.5		77.4	103.1	128.9
	GROUP EXEC.	90.0	18.0	108.0				
	C.O.O.	88.0	20.0	108.0				
	SENIOR V.P.	87.5	24.3	111.8				
	VICE PRESIDENT	64.7	16.2	80.9		62.3	77.9	93.5
	VICE PRESIDENT	63.0	8.3	71.3		53.1	65.6	78.1
	SENIOR V.P.	61.2	18.8	80.0		66.0	82.1	98.3
	VICE PRESIDENT				54.7	56.5	69.2	81.9
	SENIOR V.P.	47.5	0.0	47.5		42.8	56.1	69.5
	NO IN POSITION:	14						
$ 341.7	WEIGHTED GROUP AVG:	$ 96.9	$ 17.7	$114.6	$ 87.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	CEO/PRESIDENT	$114.9	$ 0.0	$114.9				
TO	EXEC. V.P.	109.2	8.2	117.4		$ 60.6	$ 77.3	$ 94.0
$50.0	VICE PRESIDENT	94.0	23.5	117.5		56.0	69.8	83.6
	EXEC. V.P.	90.0	36.0	126.0				
	BOARD OF DIR.	64.2	5.9	70.1				
	VICE PRESIDENT	59.2	8.0	67.2		48.4	60.5	72.6
	ASST. V.P./DIR	56.5	5.0	61.5				
	VICE PRESIDENT	54.9	5.4	60.3				
	VICE PRESIDENT	52.5	9.9	62.4				
	SENIOR V.P.	47.0	12.0	59.0				
	C.O.O.				$ 43.2			
	GROUP EXEC.	43.0	6.4	49.4		33.9	42.7	51.6
	ASST. V.P./DIR	38.0	15.0	53.0				
	NO IN POSITION:	22						
$ 68.9	WEIGHTED GROUP AVG:	$ 65.3	$ 8.9	$ 74.2	$ 43.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	SENIOR V.P.	$150.0	$ 0.0	$150.0		$105.6	$132.0	$165.0
AND BELOW	C.O.O.	128.5	60.5	189.0				
	VICE PRESIDENT	66.0	19.8	85.8		53.4	66.8	80.1
	BOARD OF DIR.	62.4	28.5	90.9		42.8	54.6	66.4
	CEO/PRESIDENT	58.7	4.7	63.4		44.7	54.5	64.4
	C.O.O.	58.5	3.6	62.1				
	VICE PRESIDENT	53.4	12.7	66.1		46.2	56.6	67.0
	CEO/PRESIDENT	51.9	4.7	56.6				
	EXEC. V.P.	51.0	4.0	55.0				
	CEO/PRESIDENT	46.5	3.0	49.5				
	C.O.O.	39.6	3.7	43.3				
	ASST. V.P./DIR	38.5	5.8	44.3				
	VICE PRESIDENT	34.7	4.1	38.8		26.2	33.7	41.3
	EXEC. V.P.	32.5	15.5	48.0				
	NO IN POSITION:	20						
$ 31.4	WEIGHTED GROUP AVG:	$ 62.3	$ 17.1	$ 79.4				

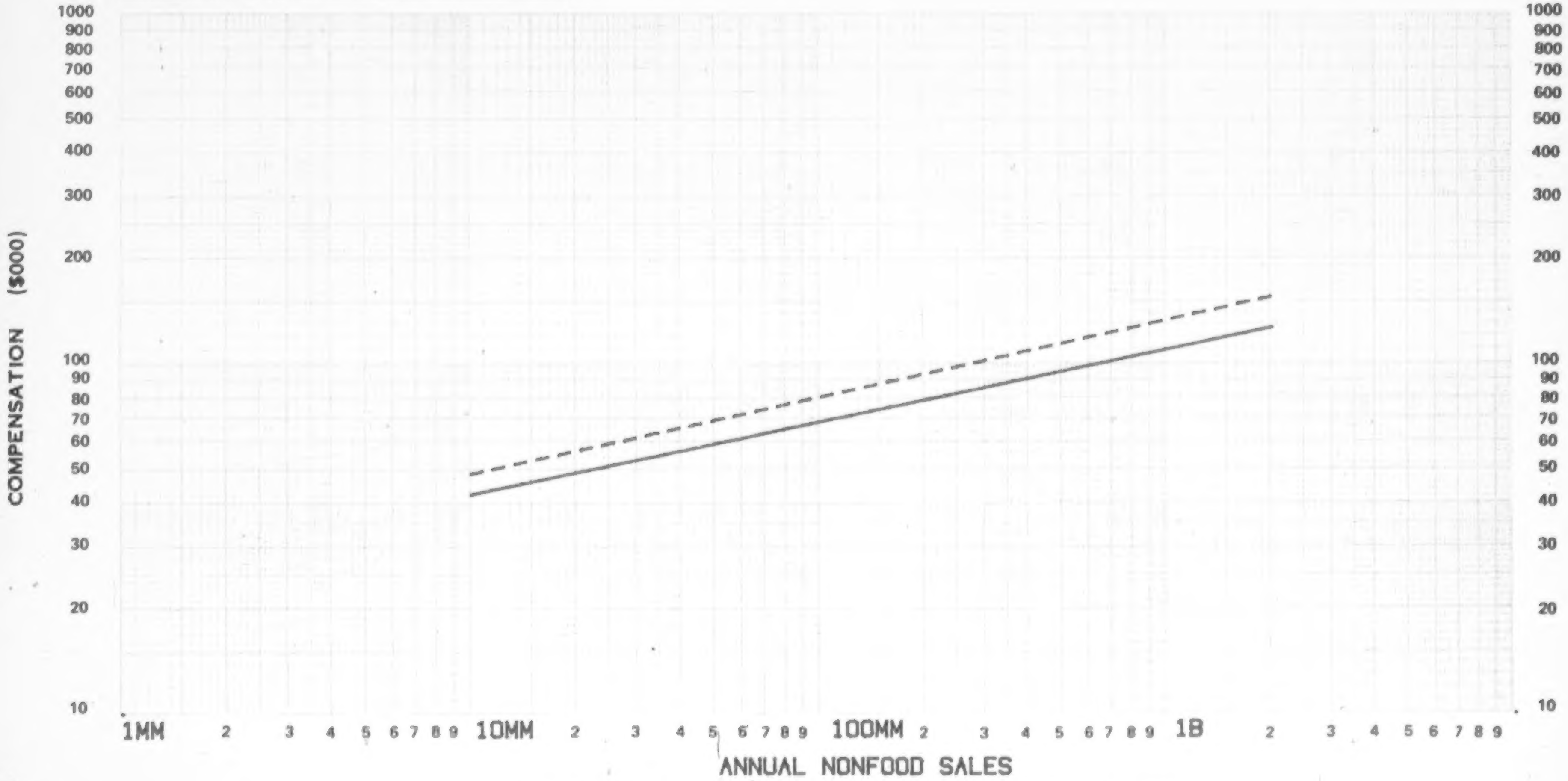
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 24 - TOP GEN'L MERCH/NONFOOD
OPERATIONS EXEC.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	SENIOR V.P.	$110.0	$ 15.8	$125.8				
	SENIOR V.P.	95.0	19.4	114.4		$ 59.4	$ 74.2	$ 89.0
	GROUP EXEC.	87.0	13.5	100.5				
	SENIOR V.P.	87.0	20.8	107.8		66.1	80.9	95.7
	CEO/PRESIDENT	87.0	24.6	111.6				
	SENIOR V.P.	83.9	0.0	83.9		64.1	80.0	96.0
	CEO/PRESIDENT	78.5	10.0	88.5				
		66.0	25.0	91.0				
	EXEC. V.P.				$ 63.0			
	VICE PRESIDENT	55.2	15.0	70.2				
	GROUP EXEC.				50.2	42.6	55.5	68.4
	CEO/PRESIDENT				42.4			
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 83.3	$ 16.0	$ 99.3	$ 51.9			
	NO IN POSITION: 68							
$ 123.7	POSITION AVERAGE:	$ 73.1	$ 14.3	$ 87.4	$ 62.3			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.45	1.31
Bonus Co's Total Comp	- - - - - -	0.47	1.33
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #24 - TOP GEN'L MERCH/NONFOOD OPERATIONS EXEC.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0	VICE PRESIDENT	$ 75.0	$ 24.4	$ 99.4				
AND ABOVE	DIV. V.P./MGR.	63.5	5.0	68.5		$ 49.1	$ 61.4	$ 73.7
	VICE PRESIDENT	60.8	2.1	62.9		48.0	59.9	71.9
	DIST.MANAGER	58.7	13.3	72.0		43.2	54.6	66.0
	ASST. V.P./DIR	56.5	4.4	60.9				
	VICE PRESIDENT	54.9	12.4	67.3		42.1	51.6	60.9
	VICE PRESIDENT	52.2	0.0	52.2				
	VICE PRESIDENT	50.5	19.4	69.9		62.4	77.3	92.2
	VICE PRESIDENT	50.3	12.0	62.3		43.3	54.1	64.9
	ASST. V.P./DIR	49.5	4.0	53.5		36.4	50.0	60.0
	ASST. V.P./DIR	49.1	6.1	55.2		40.0	53.7	67.1
	VICE PRESIDENT	46.0	0.0	46.0		40.3	50.5	60.6
	ASST. V.P./DIR	43.3	1.9	45.2		36.5	45.6	54.7
	DIV. V.P./MGR.	41.6	6.3	47.9		36.1	47.3	58.6
	ASST. V.P./DIR	35.5	1.3	36.8		33.5	41.0	48.6
	ASST. V.P./DIR	35.0	0.0	35.0		29.3	38.3	47.3
	NO IN POSITION:	66						
$ 577.9	WEIGHTED GROUP AVG:	$ 52.1	$ 8.9	$ 61.0				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$249.9	ASST. V.P./DIR	$ 67.5	$ 24.9	$ 92.4		$ 52.4	$ 64.5	$ 76.5
TO	DIST.MANAGER	64.4	0.0	64.4		35.4	46.1	56.7
$100.0	VICE PRESIDENT	63.2	2.5	65.7		46.8	58.4	70.1
	EXEC. V.P.				$ 57.0	40.0	48.8	57.5
	DIST.MANAGER	52.0	9.4	61.4				
	SENIOR V.P.	49.5	15.0	64.5				
	EXEC. V.P.	49.4	9.5	58.9				
	VICE PRESIDENT	48.0	5.9	53.9				
		46.5	3.0	49.5				
	ASST. V.P./DIR	46.0	9.2	55.2		36.5	45.6	54.7
	DIST.MANAGER				40.0	39.0	47.7	56.5
	ASST. V.P./DIR	37.0	2.9	39.9				
	ASST. V.P./DIR	35.2	1.8	37.0				
	ASST. V.P./DIR				34.0	24.2	30.3	36.4
	EXEC. V.P.	34.0	17.0	51.0				
	REG. V.P./MGR.				29.1			
	NO IN POSITION: 45							
$ 145.9	WEIGHTED GROUP AVG:	$ 51.0	$ 6.7	$ 57.7	$ 38.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	SENIOR V.P.	$ 50.0	$ 3.0	$ 53.0				
AND BELOW	SENIOR V.P.				$ 49.0	$ 37.0	$ 48.0	$ 58.0
					40.4	28.0	39.3	48.5
	GROUP EXEC.	40.0	0.0	40.0		33.5	36.7	40.0
	SENIOR V.P.	39.1	2.9	42.0		29.6	37.1	44.6
	SENIOR V.P.	36.0	3.0	39.0				
	C.O.O.				32.9			
	MANAGER	31.9	0.0	31.9		30.4	38.7	47.0
	MANAGER				30.6	29.1	38.7	48.5
	ASST. V.P./DIR	28.3	5.0	33.3				
	C.O.O.	27.0	0.7	27.7				
	NO IN POSITION: 86							
$ 70.0	WEIGHTED GROUP AVG:	$ 33.8	$ 2.0	$ 35.8	$ 33.8			
NO SCOPE REPORTED	GROUP EXEC.	$ 81.0	$ 15.2	$ 96.2				
	VICE PRESIDENT	71.5	9.0	80.5		$ 44.0	$ 61.0	$ 78.0
	MANAGER	66.9	20.2	87.1		52.7	64.4	76.1
	VICE PRESIDENT	60.7	2.3	63.0		38.8	46.5	54.3
	MANAGER	60.7	10.8	71.5		48.4	59.2	70.0
		53.1	16.0	69.1				
	MANAGER	43.2	2.0	45.2				
	GROUP EXEC.	42.1	2.4	44.5		36.3	45.4	54.5
	VICE PRESIDENT	41.0	6.0	47.0				
	VICE PRESIDENT	40.2	0.0	40.2				
	MANAGER				$ 40.0	32.2	40.2	48.1
	GROUP EXEC.	35.5	0.9	36.4				
	CEO/PRESIDENT	34.5	3.5	38.0				
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 50.9	$ 5.3	$ 56.2	$ 40.0			
	NO IN POSITION: 236							
$ 257.5	POSITION AVERAGE:	$ 48.6	$ 6.6	$ 55.2	$ 35.4			

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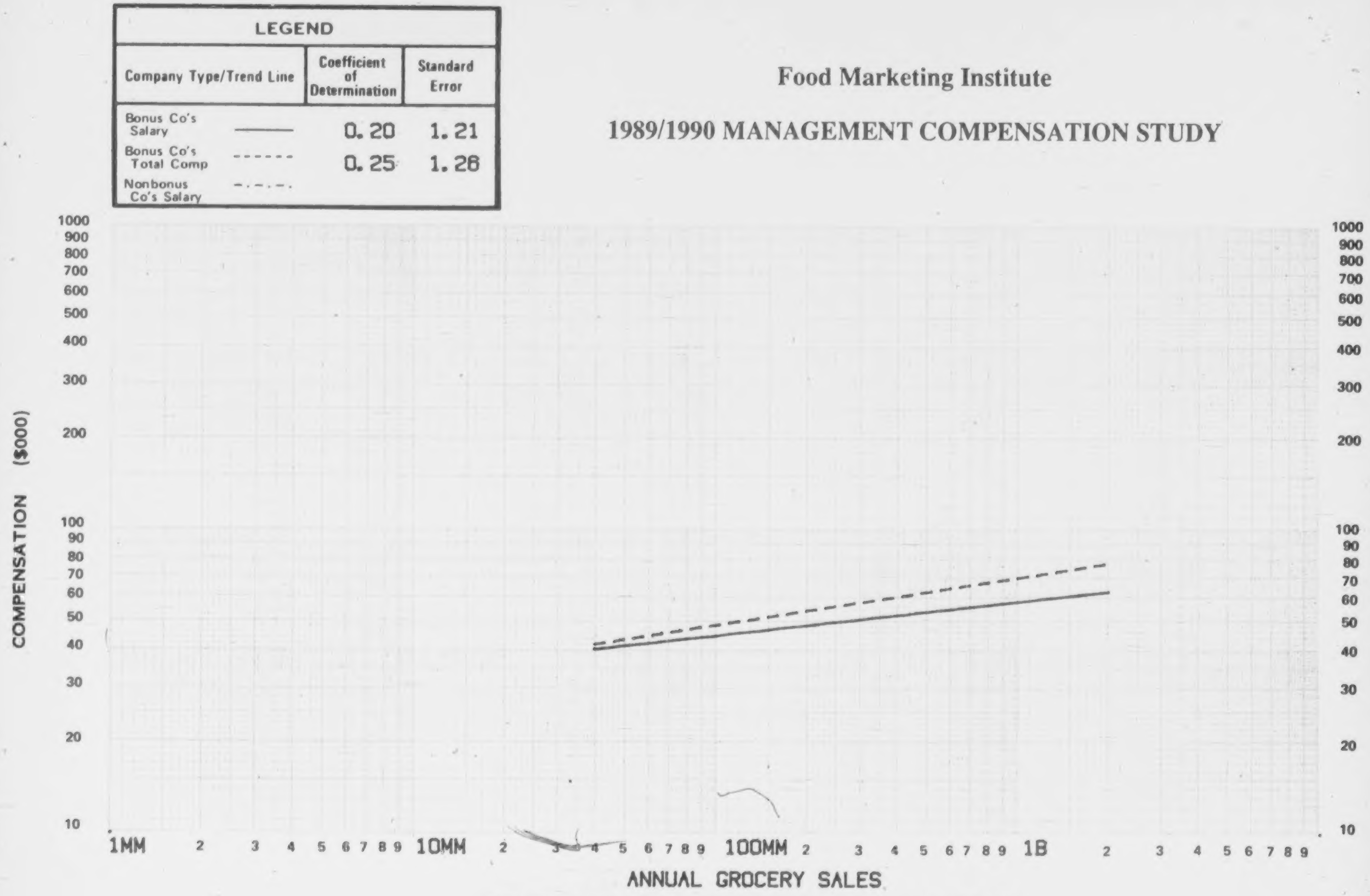
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #25 - GROCERY MERCHANDISER

SURVEY POSITION 26 - MEAT MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND ABOVE	DIV. V.P./MGR.	$ 65.7	$ 7.1	$ 72.8		$ 49.1	$ 61.4	$ 73.7
	VICE PRESIDENT	59.3	2.6	61.9		48.0	59.9	71.9
	VICE PRESIDENT	58.0	20.3	78.3		62.4	77.2	92.2
	ASST. V.P./DIR				$ 55.9	42.5	52.0	61.6
	VICE PRESIDENT	55.3	10.6	65.9		42.1	51.6	60.9
	ASST. V.P./DIR	53.6	4.0	57.6		36.4	50.0	60.0
	ASST. V.P./DIR	52.1	19.1	71.2		62.4	77.3	92.2
	VICE PRESIDENT	52.0	11.0	63.0		41.0	51.3	61.6
	ASST. V.P./DIR	47.0	0.0	47.0		40.3	53.7	67.1
	VICE PRESIDENT	45.0	0.0	45.0		37.4	41.7	56.0
	ASST. V.P./DIR	42.8	3.0	45.8		36.5	45.6	54.7
	ASST. V.P./DIR	36.0	3.2	39.2		33.5	41.0	48.6
	NO IN POSITION:	34						
$ 247.3	WEIGHTED GROUP AVG:	$ 52.7	$ 8.2	$ 60.9	$ 55.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$74.9	VICE PRESIDENT	$ 69.0	$ 2.8	$ 71.8		$ 46.8	$ 58.4	$ 70.1
TO	DIST.MANAGER	53.8	8.6	62.4		39.3	49.6	60.0
$30.0	DIV. V.P./MGR.	52.5	0.0	52.5		35.4	46.1	56.7
	ASST. V.P./DIR	52.0	5.2	57.2		48.0	56.0	64.0
	VICE PRESIDENT				$ 49.6			
	SENIOR V.P.	49.0	12.0	61.0				
					48.5	34.8	45.2	55.6
	ASST. V.P./DIR	46.0	9.2	55.2		36.5	45.6	54.7
	DIST.MANAGER	41.2	4.9	46.1				
	DIV. V.P./MGR.	41.0	5.9	46.9		30.4	39.8	49.1
	ASST. V.P./DIR	40.8	3.6	44.4				
		38.5	2.0	40.5				
	MANAGER	37.7	0.0	37.7		30.4	38.7	47.0
	SENIOR V.P.	37.5	2.8	40.3		29.6	37.1	44.6
	SENIOR V.P.				33.5			
	ASST. V.P./DIR				31.0	24.2	30.3	36.4
	NO IN POSITION:	80						
$ 52.1	WEIGHTED GROUP AVG:	$ 46.2	$ 5.5	$ 51.7	$ 41.1			

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1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$29.9	EXEC. V.P.	$ 58.5	$ 10.0	$ 68.5				
AND BELOW	SENIOR V.P.	48.7	1.8	50.5				
	DIST.MANAGER				$ 47.0	$ 39.0	$ 47.7	$ 56.5
	ASST. V.P./DIR	45.3	4.4	49.7				
	VICE PRESIDENT	43.9	4.9	48.8				
	REG. V.P./MGR.	41.5	3.1	44.6				
	EXEC. V.P.				40.2	30.0	36.5	43.0
	GROUP EXEC.	40.0	0.0	40.0		29.1	34.5	40.0
	SENIOR V.P.	40.0	4.0	44.0				
	DIV. V.P./MGR.				38.5			
	ASST. V.P./DIR	37.2	0.0	37.2		29.3	38.3	47.3
	ASST. V.P./DIR	36.0	3.7	39.7				
	VICE PRESIDENT	35.9	0.0	35.9				
	ASST. V.P./DIR	34.2	4.0	38.2				
	MANAGER				32.1	29.1	38.7	48.5
	NO IN POSITION: 76							
$ 21.4	WEIGHTED GROUP AVG:	$ 41.2	$ 2.9	$ 44.1	$ 36.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED		$ 61.8	$ 19.6	$ 81.4				
	VICE PRESIDENT	60.7	2.4	63.1		$ 38.8	$ 46.5	$ 54.3
	DIV. V.P./MGR.	57.0	6.0	63.0		36.0	48.0	60.0
	VICE PRESIDENT				$ 55.0			
	GROUP EXEC.	50.5	7.0	57.5				
	VICE PRESIDENT	47.0	7.0	54.0				
	VICE PRESIDENT				46.8			
	GROUP EXEC.	37.8	3.2	41.0		33.6	42.0	50.4
	MANAGER	37.7	2.0	39.7				
	MANAGER				35.6	32.2	40.2	48.1
	GROUP EXEC.	31.8	2.2	34.0				
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 45.9	$ 4.2	$ 50.1	$ 38.7			
	NO IN POSITION: 229							
$ 74.7	POSITION AVERAGE:	$ 46.2	$ 5.2	$ 51.4	$ 38.1			

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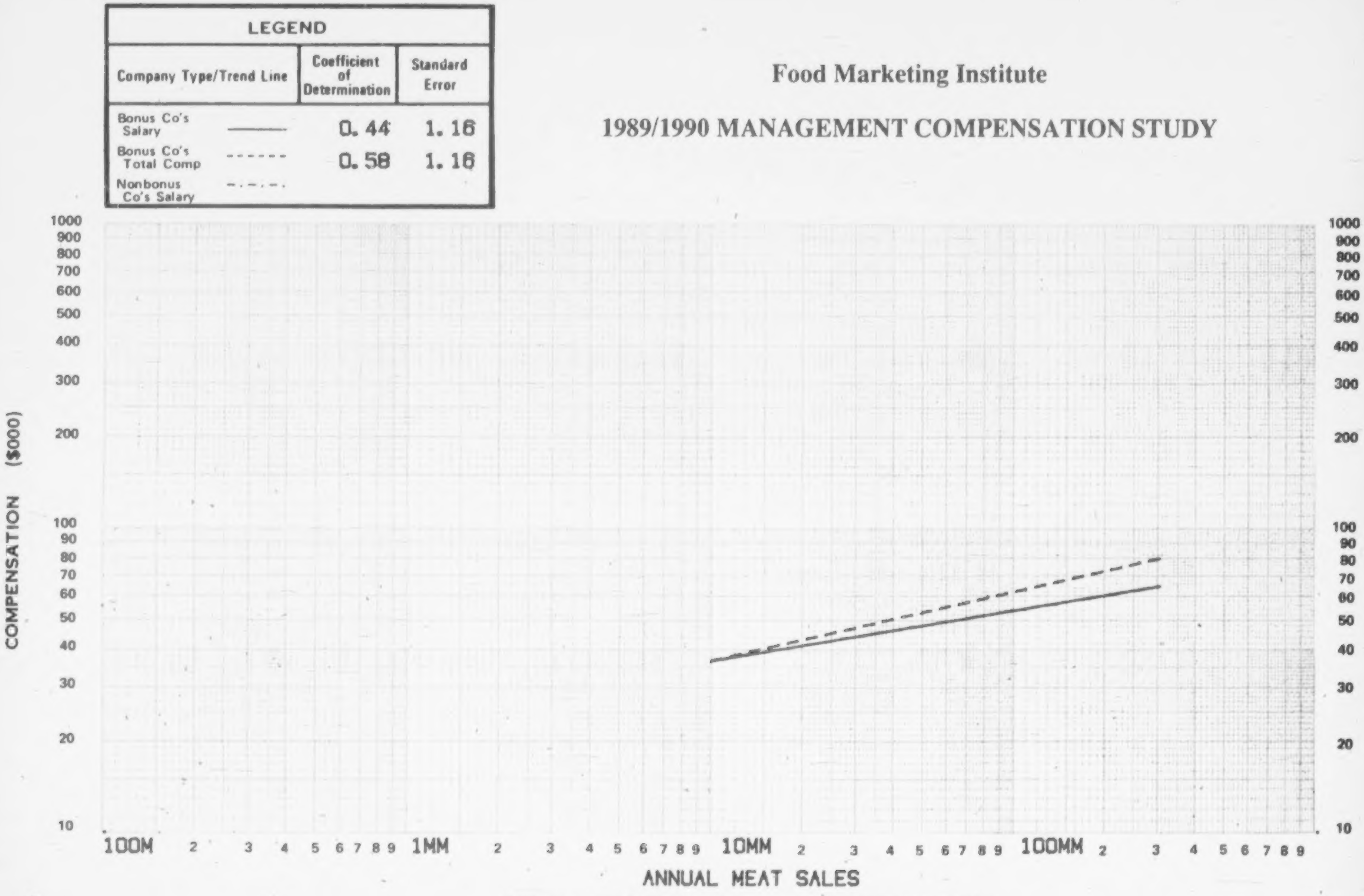
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #26 - MEAT MERCHANDISER

SURVEY POSITION 27 - PRODUCE MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$50.0	DIV. V.P./MGR.	$ 65.5	$ 6.8	$ 72.3		$ 49.1	$ 61.4	$ 73.7
AND ABOVE	ASST. V.P./DIR	55.5	21.1	76.6		58.9	72.8	86.7
	VICE PRESIDENT	53.3	18.6	71.9		58.9	72.8	86.6
	ASST. V.P./DIR	53.0	6.7	59.7		40.3	53.7	67.1
	VICE PRESIDENT	49.0	11.4	60.4		42.1	51.6	60.9
	ASST. V.P./DIR	47.7	4.0	51.7		36.4	50.0	60.0
	ASST. V.P./DIR	47.0	9.9	56.9		38.7	48.4	58.1
	VICE PRESIDENT	41.0	0.0	41.0		34.6	43.3	51.9
	ASST. V.P./DIR	40.2	2.5	42.7		36.5	45.6	54.7
		28.6	18.4	47.0				
	NO IN POSITION: 29							
$ 149.8	WEIGHTED GROUP AVG:	$ 50.0	$ 9.3	$ 59.3				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9	VICE PRESIDENT	$ 53.3	$ 2.1	$ 55.4		$ 46.8	$ 58.4	$ 70.1
TO	DIST.MANAGER	53.2	8.7	61.9		39.3	49.6	60.0
$15.0	ASST. V.P./DIR	49.0	4.9	53.9		47.0	56.0	64.0
		48.0	2.5	50.5				
	DIST.MANAGER	47.4	0.0	47.4		35.4	46.1	56.7
	ASST. V.P./DIR	46.0	9.2	55.2		36.5	45.6	54.7
	ASST. V.P./DIR	43.8	1.8	45.6				
					$ 41.5	32.1	41.7	51.2
	VICE PRESIDENT	41.1	3.4	44.5				
	DIST.MANAGER				41.0	39.0	47.7	56.5
	ASST. V.P./DIR	40.5	2.8	43.3				
	EXEC. V.P.				40.2	30.0	36.5	43.0
	DIST.MANAGER	40.0	4.8	44.8				
	SENIOR V.P.	38.9	2.9	41.8		29.6	37.1	44.6
	ASST. V.P./DIR	37.6	3.3	40.9		33.5	41.0	48.6
	SENIOR V.P.				35.7			
	MANAGER	33.5	0.0	33.5		30.4	38.7	47.0
	DIV. V.P./MGR.				31.5			
	ASST. V.P./DIR	31.2	4.0	35.2				
	ASST. V.P./DIR				25.3	24.2	30.3	36.4
	NO IN POSITION: 86							
$ 26.7	WEIGHTED GROUP AVG:	$ 45.4	$ 4.7	$ 50.1	$ 38.3			

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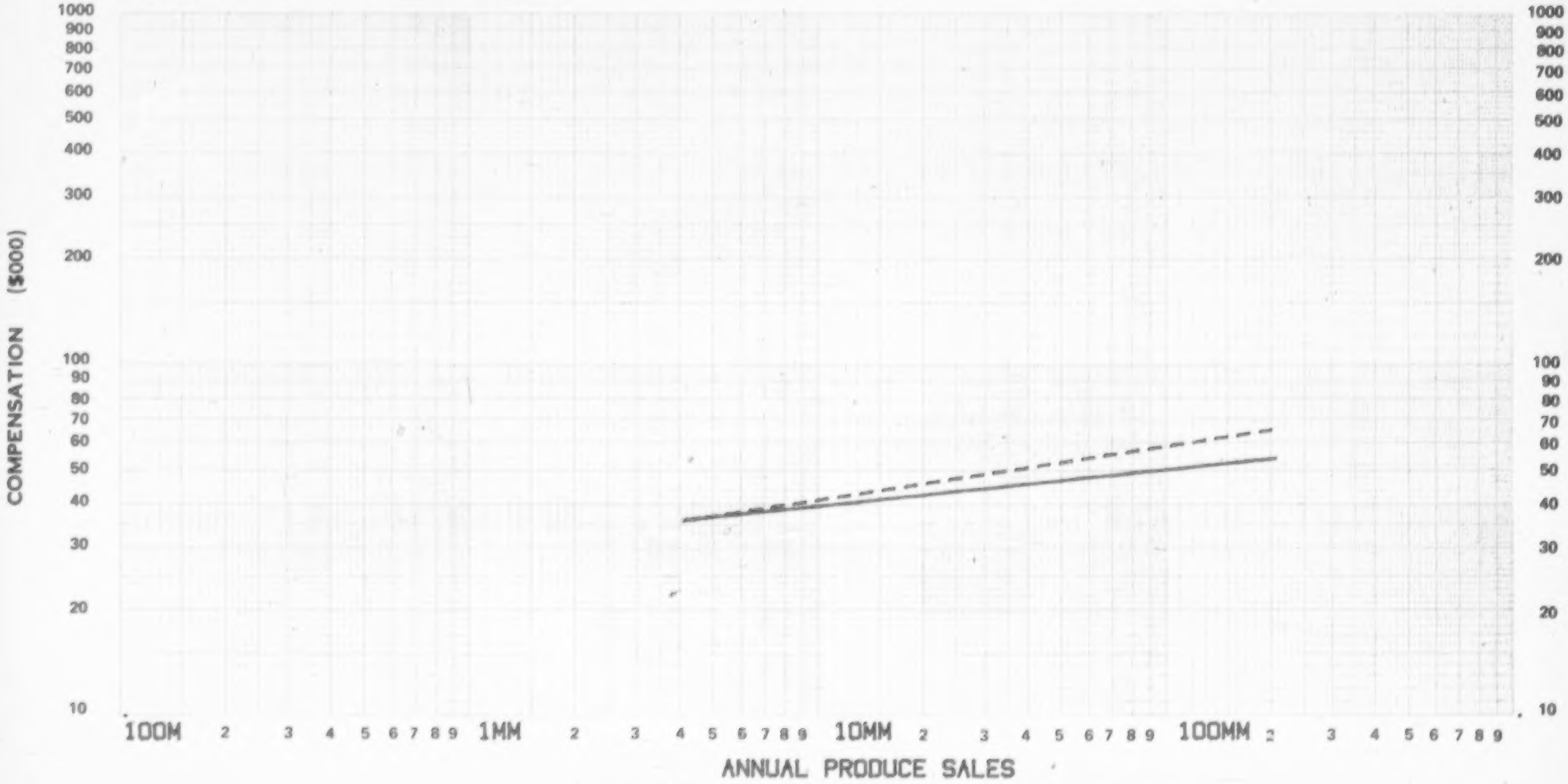
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$14.9	EXEC. V.P.	$ 52.0	$ 9.9	$ 61.9				
AND BELOW	VICE PRESIDENT				$ 48.6			
	REG. V.P./MGR.	40.5	3.0	43.5				
	SENIOR V.P.	40.0	4.0	44.0				
	EXEC. V.P.	39.0	1.4	40.4				
	VICE PRESIDENT	38.9	0.0	38.9				
	ASST. V.P./DIR	38.2	0.0	38.2		$ 26.8	$ 35.2	$ 43.4
	GROUP EXEC.	37.5	0.0	37.5		35.0	36.3	37.5
	ASST. V.P./DIR	34.9	3.6	38.5				
	MANAGER				32.8	29.1	38.7	48.5
	NO IN POSITION: 47							
$ 10.4	WEIGHTED GROUP AVG:	$ 39.3	$ 1.8	$ 41.1	$ 33.6			
NO SCOPE	VICE PRESIDENT	$ 60.7	$ 2.3	$ 63.0		$ 38.8	$ 46.5	$ 54.3
REPORTED	MANAGER	59.4	11.2	70.6		46.1	56.3	66.5
	MANAGER	55.8	17.4	73.2		50.2	61.3	72.5
	GROUP EXEC.	49.8	6.9	56.7				
	VICE PRESIDENT	49.0	4.0	53.0		36.0	48.0	60.0
	VICE PRESIDENT				$ 47.0			
		46.8	14.0	60.8				
	ASST. V.P./DIR	43.1	0.0	43.1				
	MANAGER	42.0	2.0	44.0				
	GROUP EXEC.	38.5	1.7	40.2		33.0	41.3	49.6
	VICE PRESIDENT	37.0	5.0	42.0				
	MANAGER				36.1	32.2	40.2	48.1
	DIST.MANAGER	23.2	1.4	24.6				
	NO IN POSITION: 48							
	WEIGHTED GROUP AVG:	$ 43.4	$ 3.5	$ 46.9	$ 37.5			
	NO IN POSITION: 210							
$ 44.0	POSITION AVERAGE:	$ 44.6	$ 4.8	$ 49.4	$ 36.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.33	1.14
Bonus Co's Total Comp	- - - - - -	0.39	1.19
Nonbonus Co's Salary	—·—·—·		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #27 - PRODUCE MERCHANDISER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$250.0	GROUP EXEC.	$ 55.4	$ 25.6	$ 81.0				
AND BELOW	VICE PRESIDENT	52.6	11.8	64.4		$ 44.9	$ 58.2	$ 69.2
	C.O.O.	49.4	3.0	52.4				
	VICE PRESIDENT	48.0	2.3	50.3		39.1	48.9	58.7
					$ 44.5	28.0	39.3	48.5
	SENIOR V.P.				33.7			
	EXEC. V.P.	31.2	13.8	45.0				
	NO IN POSITION: 9							
$ 59.8	WEIGHTED GROUP AVG:	$ 47.3	$ 11.3	$ 58.6	$ 41.8			
NO SCOPE		$ 51.6	$ 16.0	$ 67.6				
REPORTED	ASST. V.P./DIR	51.0	7.5	58.5		$ 48.0	$ 60.0	$ 72.0
	MANAGER	45.6	2.0	47.6				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 49.4	$ 8.5	$ 57.9				
	NO IN POSITION: 12							
$ 59.8	POSITION AVERAGE:	$ 48.1	$ 10.3	$ 58.4	$ 41.8			

NOTE: Insufficient data for trend line.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$250.0 AND BELOW	VICE PRESIDENT	$ 63.0	$ 2.5	$ 65.5		$ 46.8	$ 58.4	$ 70.1
	VICE PRESIDENT	57.6	24.8	82.4		43.8	56.9	70.0
	VICE PRESIDENT	46.2	8.7	54.9		44.9	58.2	69.2
	VICE PRESIDENT	44.2	1.4	45.6		41.9	52.4	62.8
	VICE PRESIDENT	43.0	0.0	43.0				
					$ 38.6	32.1	41.7	51.2
	SENIOR V.P.				37.7			
	ASST. V.P./DIR				33.0	24.2	30.3	36.4
	MANAGER				30.2	26.6	35.4	44.3
	NO IN POSITION: 19							
$ 75.2	WEIGHTED GROUP AVG:	$ 50.8	$ 7.5	$ 58.3	$ 33.3			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.0	$ 7.5	$ 58.5		$ 36.0	$ 48.0	$ 60.0
		51.0	16.0	67.0				
	MANAGER	31.2	1.0	32.2				
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 39.1	$ 5.3	$ 44.4				
	NO IN POSITION: 24							
$ 75.2	POSITION AVERAGE:	$ 45.0	$ 6.4	$ 51.3	$ 33.3			

NOTE: Insufficient data for trend line.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND ABOVE	SENIOR V.P.	$108.0	$ 19.4	$127.4				
	DIV. V.P./MGR.	62.0	7.1	69.1		$ 49.1	$ 61.4	$ 73.7
	VICE PRESIDENT	58.3	14.2	72.5		43.3	54.1	64.9
	VICE PRESIDENT	53.7	7.9	61.6		42.1	51.6	60.9
	DIST.MANAGER	50.1	0.0	50.1		35.4	46.1	56.7
	VICE PRESIDENT	46.6	0.0	46.6		37.4	46.7	56.0
	DIV. V.P./MGR.	44.3	6.8	51.1		36.1	47.3	58.6
	ASST. V.P./DIR				$ 42.5	39.0	47.7	56.5
	ASST. V.P./DIR	32.5	0.0	32.5		26.8	35.2	43.4
	ASST. V.P./DIR	32.4	4.0	36.4				
	ASST. V.P./DIR	24.9	1.5	26.4				
	NO IN POSITION: 23							
$ 138.3	WEIGHTED GROUP AVG:	$ 50.1	$ 5.6	$ 55.7	$ 42.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

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                                              BONUS COMPANIES          NONBONUS          SALARY   RANGE
       SCOPE                                                  TOTAL    COMPANIES    ----------------------
ANNUAL NONFOOD SALES                                          COMP      SALARY       MIN     MID     MAX
      ($MIL )        REPORTS TO         SALARY     BONUS     ------    ---------    ------  ------  ------
---------------- -----------            ------     ------
     $49.9        ASST. V.P./DIR       $ 49.3     $  3.0    $ 52.3                 $ 36.5  $ 45.6  $ 54.7
   AND BELOW      DIST.MANAGER           46.1        8.0      54.1                   35.8    45.1    54.4
                  VICE PRESIDENT         40.2        1.6      41.8                   39.1    48.9    58.7
                  SENIOR V.P.                                          $ 40.2
                  EXEC. V.P.                                             40.2        30.0    36.5    43.0
                                         40.0        2.0      42.0
                  VICE PRESIDENT         40.0        3.6      43.6
                  DIST.MANAGER           37.7        1.4      39.1
                  DIST.MANAGER           36.1        3.9      40.0
                  REG. V.P./MGR.         32.3        2.4      34.7                   29.6    37.1    44.6
                  MANAGER                29.9        0.8      30.7                   29.1    38.7    48.5
                  C.O.O.                                                 29.5
                  MANAGER                29.2        0.0      29.2                   30.4    38.7    47.0
                                                                         26.8        25.3    33.1    40.7

                  EXEC. V.P.             24.7       11.3      36.0
                                        ------     ------    ------    ------

               NO IN POSITION:   91
  $   18.5     WEIGHTED GROUP AVG: $ 38.8  $  4.3    $ 43.1    $ 28.0
----------------------------------------------------------------------------------------------------

   NO SCOPE                            $ 51.0     $ 16.0    $ 67.0
   REPORTED       ASST. V.P./DIR         49.1        3.0      52.1                 $ 36.4  $ 50.0  $ 60.0
                  ASST. V.P./DIR         47.0        1.6      48.6                   40.3    53.7    67.1
                  MANAGER                41.2        2.0      43.2
                  VICE PRESIDENT         40.5        0.0      40.5
                  VICE PRESIDENT                                       $ 38.7
                  MANAGER                36.8        1.0      37.8                   35.2    44.1    52.9
                  MANAGER                                                29.4        24.4    30.4    36.4
                  REG. V.P./MGR.                                         20.0
                                        ------     ------    ------    ------

               NO IN POSITION:   65
               WEIGHTED GROUP AVG: $ 39.4  $  1.9    $ 41.3    $ 29.4
----------------------------------------------------------------------------------------------------
               NO IN POSITION:  179
  $   42.7     POSITION AVERAGE:   $ 41.7  $  4.0    $ 45.7    $ 29.0
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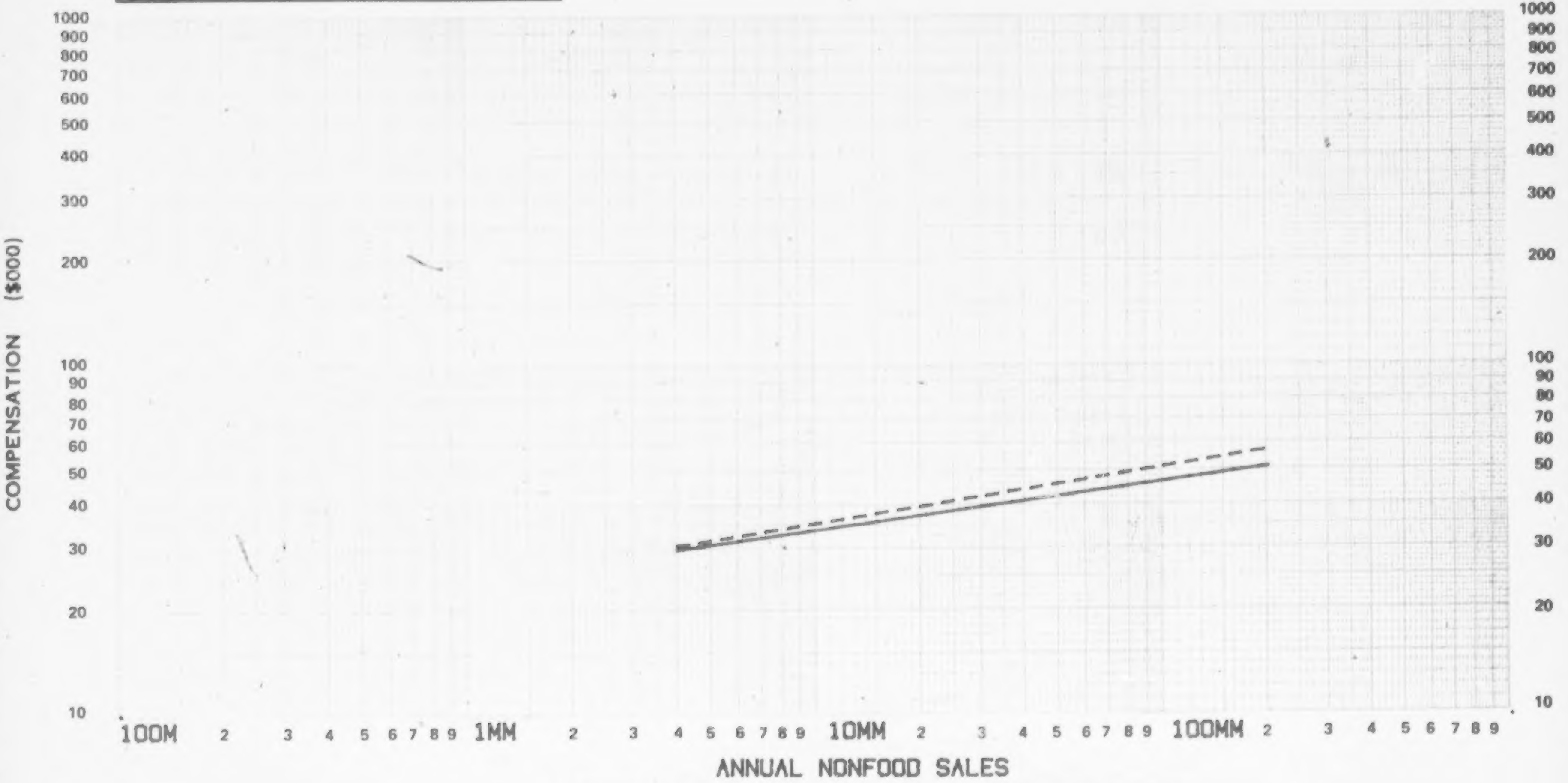
Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.41	1.20
Bonus Co's Total Comp	------	0.41	1.23
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #30 - NONFOOD MERCHANDISER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL DELI SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$10.0	DIV. V.P./MGR.	$ 63.2	$ 7.1	$ 70.3		$ 49.1	$ 61.4	$ 73.7
AND ABOVE	ASST. V.P./DIR	51.0	6.4	57.4		40.3	53.7	67.1
	ASST. V.P./DIR	50.5	6.0	56.5		44.0	55.0	66.0
	VICE PRESIDENT	49.6	13.0	62.6		49.5	60.6	71.7
	ASST. V.P./DIR	49.6	5.0	54.6		47.0	56.0	64.0
	SENIOR V.P.	49.0	14.0	63.0				
	DIST.MANAGER	47.8	0.0	47.8		35.4	46.1	56.7
	C.O.O.	47.1	2.5	49.6				
	DIST.MANAGER				$ 42.5	39.0	47.7	56.5
	VICE PRESIDENT	42.1	0.0	42.1		34.6	43.3	51.9
	ASST. V.P./DIR	38.0	2.5	40.5		36.5	45.6	54.7
	ASST. V.P./DIR	33.1	2.4	35.5		30.0	36.8	43.5
	REG. V.P./MGR.	31.4	2.4	33.8				
	ASST. V.P./DIR	25.8	2.0	27.8				
	NO IN POSITION:	33						
$ 49.8	WEIGHTED GROUP AVG:	$ 46.3	$ 3.8	$ 50.1	$ 42.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$9.9 AND BELOW	CEO/PRESIDENT	$ 49.4	$ 1.3	$ 50.7		$ 37.8	$ 45.8	$ 53.7
	CEO/PRESIDENT	44.5	4.0	48.5				
	EXEC. V.P.	40.6	6.8	47.4				
	VICE PRESIDENT	38.4	0.0	38.4				
	ASST. V.P./DIR	38.0	2.8	40.8				
	DIST.MANAGER	36.8	4.8	41.6				
	EXEC. V.P.				$ 36.5	30.0	36.5	43.0
	BOARD OF DIR.	36.4	10.6	47.0				
	ASST. V.P./DIR	35.1	7.0	42.1				
	MANAGER	33.9	0.0	33.9		30.4	38.7	47.0
	SENIOR V.P.				33.7			
		33.7	1.5	35.2				
	REG. V.P./MGR.	32.2	2.4	34.6		29.6	37.1	44.6
	VICE PRESIDENT	30.8	2.4	33.2				
	C.O.O.				28.7			
	ASST. V.P./DIR				23.0	24.2	30.3	36.4
	NO IN POSITION: 41							
$ 6.0	WEIGHTED GROUP AVG:	$ 35.7	$ 2.8	$ 38.5	$ 28.9			

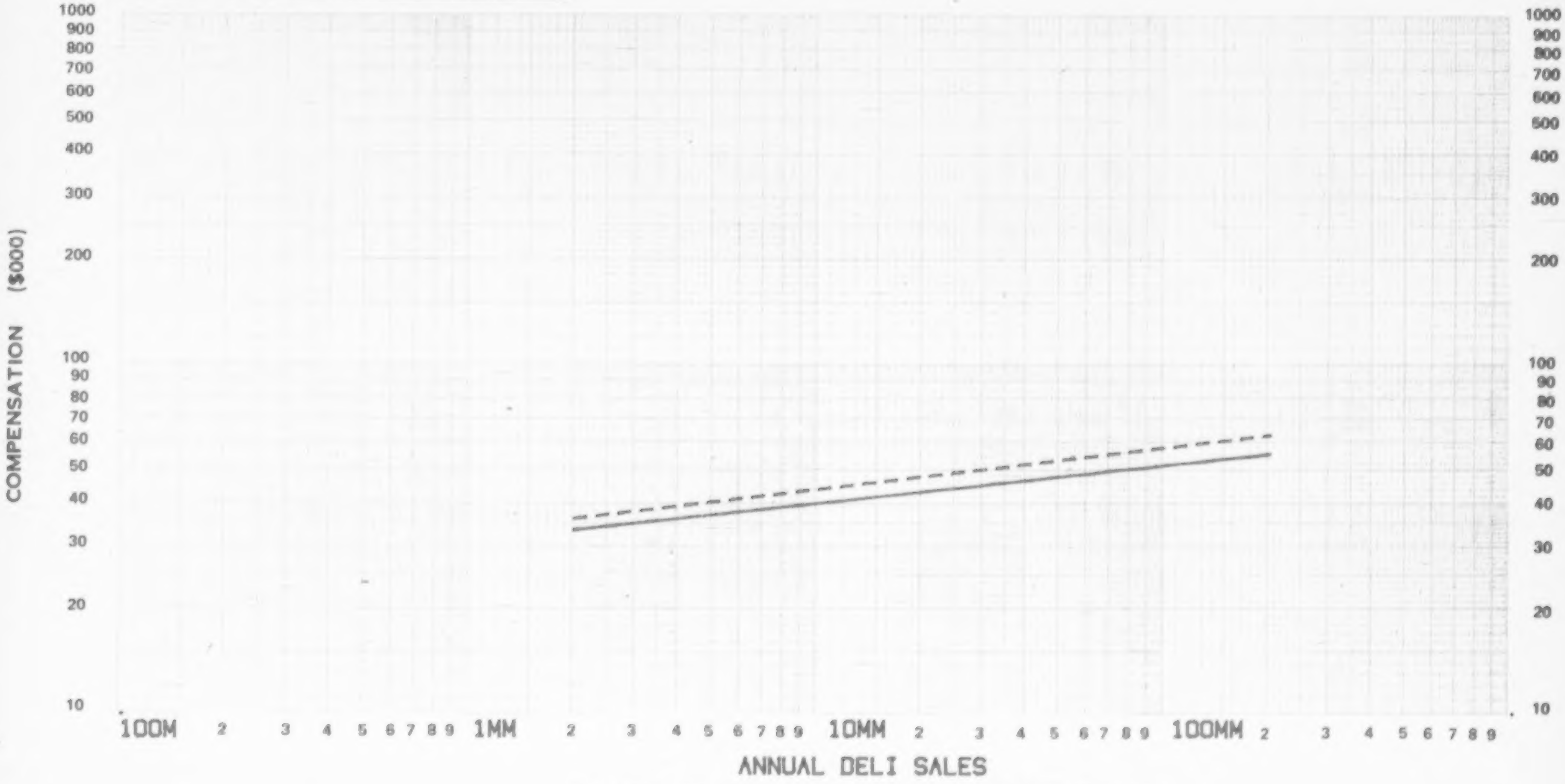
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.5	$ 15.8	$ 77.3		$ 44.9	$ 58.2	$ 69.2
	VICE PRESIDENT	60.7	2.3	63.0		38.8	46.5	54.3
	VICE PRESIDENT	55.0	8.0	63.0		44.0	61.0	78.0
	GROUP EXEC.	52.5	7.4	59.9		47.8	53.2	58.5
	MANAGER	45.5	2.0	47.5				
					$ 41.5	32.1	41.7	51.2
		40.8	4.0	44.8				
	MANAGER	34.5	1.0	35.5		32.8	41.0	49.2
	MANAGER				34.2	32.2	40.2	48.1
	VICE PRESIDENT	33.0	5.0	38.0				
	SENIOR V.P.	32.0	2.0	34.0				
	VICE PRESIDENT				30.6			
	ASST. V.P./DIR	28.4	0.0	28.4		26.8	35.2	43.4
	GROUP EXEC.	26.0	1.3	27.3				
	NO IN POSITION: 41							
	WEIGHTED GROUP AVG:	$ 42.7	$ 3.2	$ 45.9	$ 38.1			
	NO IN POSITION: 115							
$ 25.5	POSITION AVERAGE:	$ 41.1	$ 3.3	$ 44.4	$ 36.5			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.46	1.16
Bonus Co's Total Comp	------	0.43	1.18
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #31 - DELI MERCHANDISER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$10.0	VICE PRESIDENT	$ 70.0	$ 21.9	$ 91.9				
AND ABOVE	ASST. V.P./DIR	65.5	4.0	69.5				
	C.O.O.	60.5	8.3	68.8				
	VICE PRESIDENT	57.8	0.0	57.8		$ 47.1	$ 58.9	$ 70.7
	VICE PRESIDENT	48.6	5.9	54.5				
	VICE PRESIDENT	47.8	7.6	55.4		43.5	55.5	63.5
	VICE PRESIDENT	46.7	12.3	59.0		49.5	60.6	71.7
	C.O.O.	44.4	2.8	47.2				
	ASST. V.P./DIR	43.3	4.3	47.6		42.0	48.0	55.0
	ASST. V.P./DIR	41.6	10.0	51.6				
					$ 41.3	28.0	39.3	48.5
	DIST.MANAGER	38.1	0.0	38.1		32.2	41.9	51.6
	BOARD OF DIR.	33.8	18.2	52.0				
	ASST. V.P./DIR	30.9	2.4	33.3		30.0	36.8	43.5
	ASST. V.P./DIR	26.0	2.0	28.0				
	NO IN POSITION:	30						
$ 38.6	WEIGHTED GROUP AVG:	$ 46.1	$ 6.2	$ 52.3	$ 41.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$9.9 AND BELOW	CEO/PRESIDENT	$ 52.0	$ 4.7	$ 56.7				
	SENIOR V.P.				$ 48.0			
	CEO/PRESIDENT	45.0	2.0	47.0				
	ASST. V.P./DIR	44.6	1.8	46.4		$ 46.8	$ 58.4	$ 70.1
	EXEC. V.P.	41.6	7.6	49.2				
	DIST.MANAGER				41.5	39.0	47.7	56.5
	EXEC. V.P.				40.2	30.0	36.5	43.0
	MANAGER	38.8	5.0	43.8		36.5	45.6	54.7
	EXEC. V.P.	38.0	2.8	40.8				
	VICE PRESIDENT	35.6	0.0	35.6		30.4	38.7	47.0
	SENIOR V.P.				34.2			
	GROUP EXEC.	31.2	0.0	31.2		26.0	33.0	40.0
	ASST. V.P./DIR	30.4	1.8	32.2				
	ASST. V.P./DIR				28.5	24.2	30.3	36.4
	VICE PRESIDENT	28.1	2.1	30.2				
	NO IN POSITION:	29						
$ 5.5	WEIGHTED GROUP AVG:	$ 36.1	$ 3.0	$ 39.1	$ 39.2			
NO SCOPE REPORTED	VICE PRESIDENT	$ 77.2	$ 0.0	$ 77.2		$ 62.3	$ 76.2	$ 90.1
		55.5	17.0	72.5				
	MANAGER	52.8	2.0	54.8				
	ASST. V.P./DIR	49.4	5.0	54.4		44.0	55.0	66.0
	VICE PRESIDENT	47.1	1.3	48.4		35.9	43.1	50.3
	VICE PRESIDENT	33.0	5.0	38.0				
	ASST. V.P./DIR	28.4	0.0	28.4		26.8	35.2	43.4
	REG. V.P./MGR.	27.8	2.1	29.9		27.5	34.3	41.2
	MANAGER	24.5	1.0	25.5		26.0	32.5	39.0
	NO IN POSITION:	24						
	WEIGHTED GROUP AVG:	$ 37.3	$ 2.5	$ 39.8				
	NO IN POSITION:	83						
$ 22.3	POSITION AVERAGE:	$ 40.3	$ 4.1	$ 44.4	$ 39.8			

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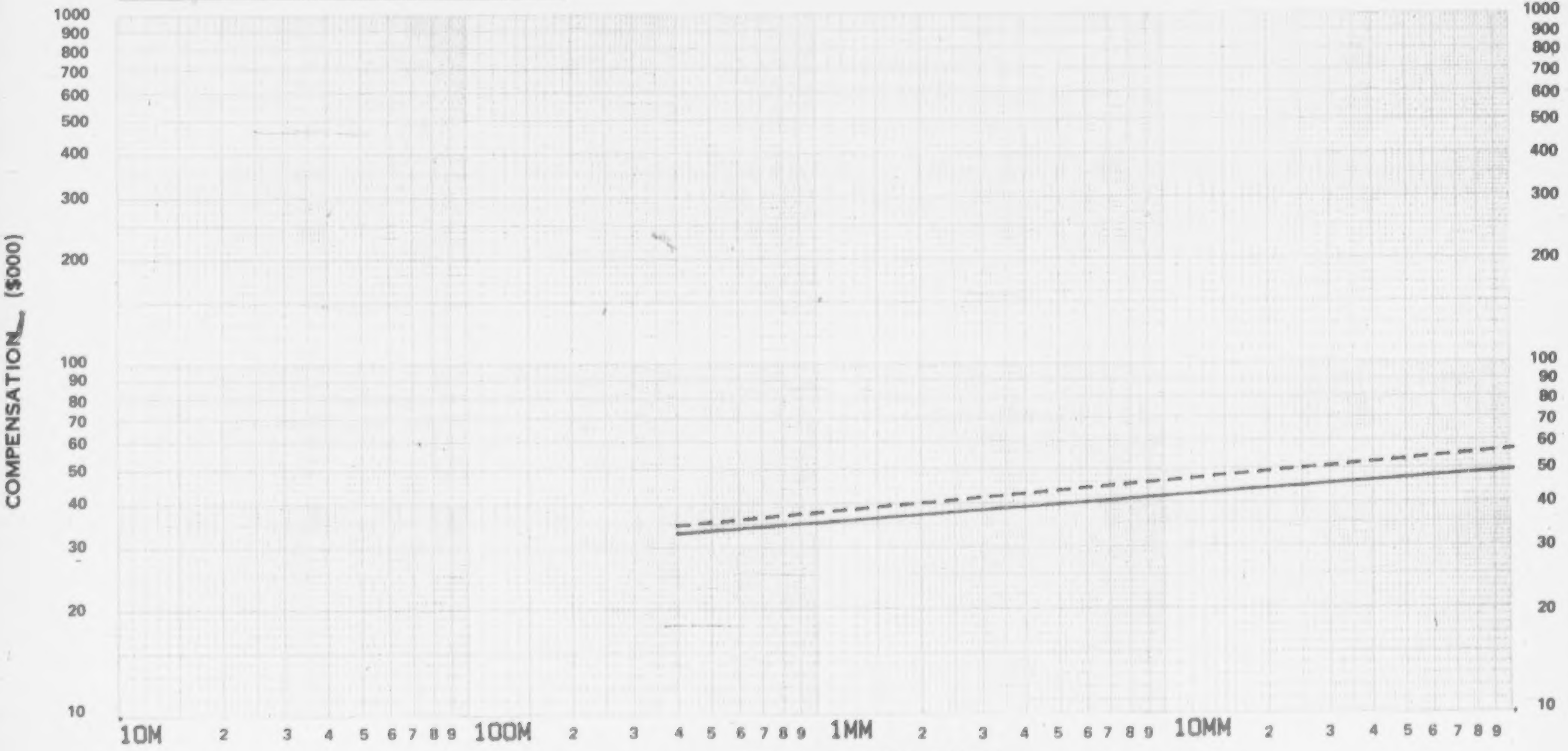
LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.15	1.24
Bonus Co's Total Comp	------	0.19	1.25
Nonbonus Co's Salary	-.-.-.		



ANNUAL BAKERY SALES

SURVEY POSITION #32 - BAKERY MERCHANDISER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND ABOVE	SENIOR V.P.	$ 57.2	$ 3.5	$ 60.7				
	ASST. V.P./DIR	56.2	5.3	61.5				
	REG. V.P./MGR.	54.4	10.4	64.8		$ 39.3	$ 49.6	$ 60.0
	ASST. V.P./DIR				$ 52.0	45.4	55.9	66.4
	ASST. V.P./DIR	49.7	0.0	49.7		35.5	46.1	56.7
					48.8	39.6	51.4	63.3
	ASST. V.P./DIR	47.5	4.8	52.3		42.0	48.0	55.0
	MANAGER	47.0	2.5	49.5				
	VICE PRESIDENT	46.5	12.0	58.5				
	VICE PRESIDENT				45.7	34.9	44.5	54.0
	ASST. V.P./DIR	45.4	1.6	47.0				
	ASST. V.P./DIR				41.7	34.0	43.0	51.0
	GROUP EXEC.	41.5	5.0	46.5				
	VICE PRESIDENT	39.1	0.0	39.1		32.1	40.1	48.2
	MANAGER	36.8	4.4	41.2		28.3	35.4	42.5
	NO IN POSITION:	76						
$ 250.1	WEIGHTED GROUP AVG:	$ 48.5	$ 5.4	$ 53.9	$ 47.4			

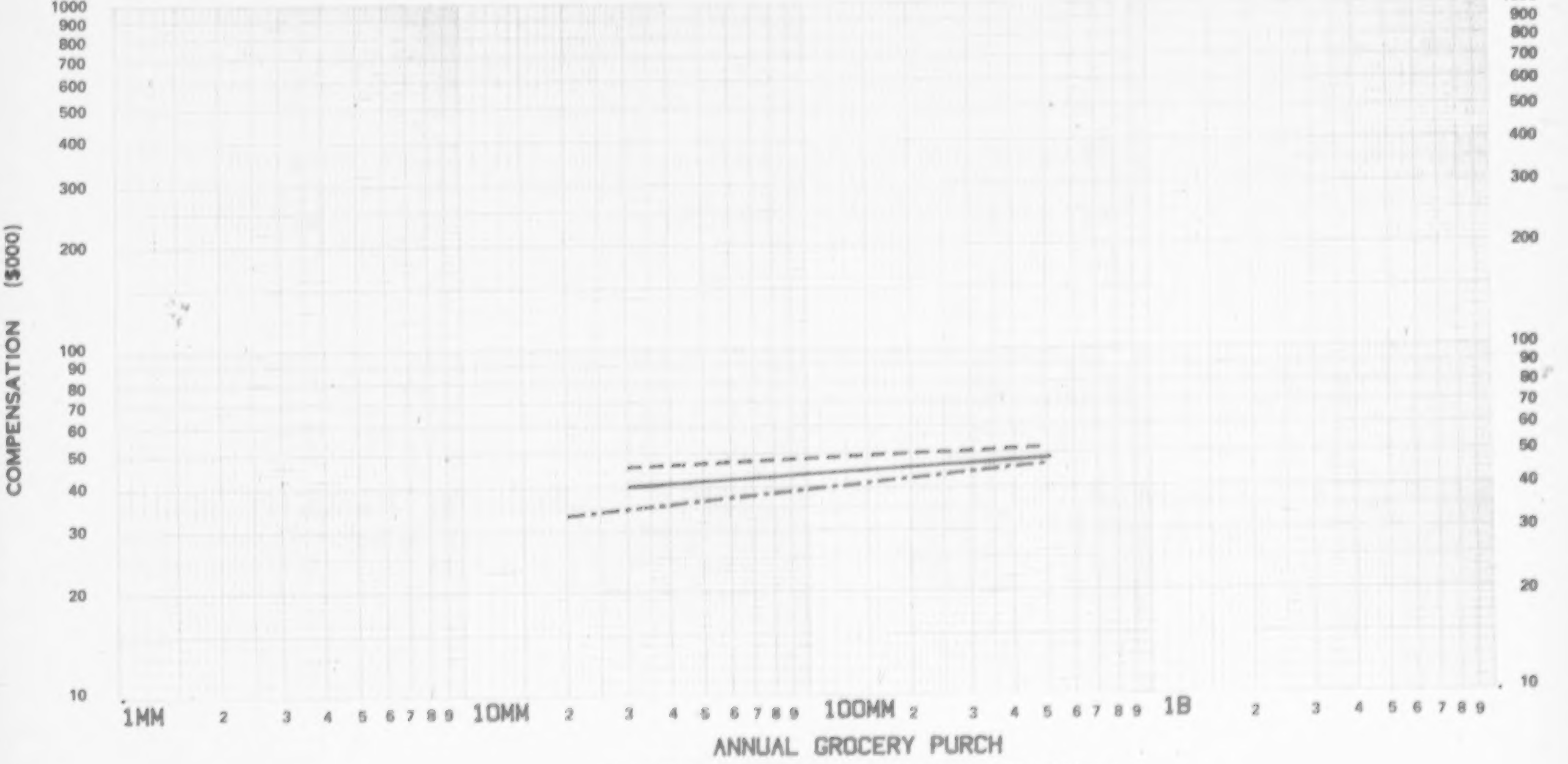
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	VICE PRESIDENT				$ 46.9			
AND BELOW	ASST. V.P./DIR	$ 46.6	$ 5.9	$ 52.5		$ 40.3	$ 49.1	$ 58.0
	SENIOR V.P.	45.3	6.3	51.6				
	ASST. V.P./DIR				44.7	35.0	43.0	50.8
	EXEC. V.P.	43.5	0.0	43.5				
	GROUP EXEC.	43.5	8.5	52.0				
	MANAGER	43.4	9.8	53.2		46.8	57.1	67.5
	ASST. V.P./DIR				42.5	41.4	50.3	59.2
	EXEC. V.P.	41.6	3.4	45.0				
	MANAGER				41.5	35.3	44.1	55.1
	MANAGER	41.1	4.1	45.2		34.5	43.1	51.7
	GROUP EXEC.				38.4			
	ASST. V.P./DIR	37.9	2.7	40.6				
	SENIOR V.P.	36.0	2.0	38.0		34.0	38.0	42.0
	SENIOR V.P.				35.5			
	ASST. V.P./DIR	34.1	8.0	42.1				
	ASST. V.P./DIR				34.1	27.2	32.0	36.8
	MANAGER				33.2	26.7	32.5	39.0
	ASST. V.P./DIR				33.1	24.2	30.3	36.4
	MANAGER				32.6			
	VICE PRESIDENT				31.9			
	MANAGER				31.7	30.8	39.8	48.9
	NO IN POSITION: 145							
$ 53.4	WEIGHTED GROUP AVG:	$ 42.0	$ 6.0	$ 48.0	$ 35.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE	ASST. V.P./DIR	$ 57.0	$ 6.0	$ 63.0		$ 36.0	$ 48.0	$ 60.0
REPORTED		56.7	18.0	74.7				
	VICE PRESIDENT	52.2	2.1	54.3		42.5	53.1	63.8
	VICE PRESIDENT	48.2	0.0	48.2		38.8	46.5	54.3
	ASST. V.P./DIR	46.9	0.0	46.9				
	MANAGER	41.4	2.6	44.0		35.9	47.9	59.9
	MANAGER				$ 38.4	32.2	40.2	48.1
	MANAGER	38.1	1.0	39.1		28.6	35.7	42.8
	REG. V.P./MGR.	37.0	2.8	39.8		29.6	37.1	44.6
	ASST. V.P./DIR				37.0			
	GROUP EXEC.	36.3	1.5	37.8		27.0	33.0	38.7
	MANAGER	36.2	1.6	37.8				
	VICE PRESIDENT	36.0	5.0	41.0				
	MANAGER				35.7	30.9	36.7	42.7
	VICE PRESIDENT	35.5	2.7	38.2		23.9	29.4	34.9
	MANAGER	33.5	2.6	36.1		30.0	35.0	40.0
	DIST.MANAGER				31.7			
	SENIOR V.P.	30.1	2.1	32.2				
	ASST. V.P./DIR	30.0	0.0	30.0		29.3	38.3	47.3
	MANAGER				27.1			
	VICE PRESIDENT				25.7	25.6	32.6	39.6
	NO IN POSITION: 102							
	WEIGHTED GROUP AVG:	$ 38.8	$ 1.9	$ 40.7	$ 33.8			
	NO IN POSITION: 323							
$ 121.1	POSITION AVERAGE:	$ 43.0	$ 4.1	$ 47.1	$ 36.5			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.12	1.14
Bonus Co's Total Comp	- - - - - -	0.04	1.17
Nonbonus Co's Salary	-.-.-.	0.44	1.14



SURVEY POSITION #33 - GROCERY BUYER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$75.0					$ 55.8	$ 37.0	$ 48.0	$ 59.0
AND ABOVE	REG. V.P./MGR.	$ 53.7	$ 10.4	$ 64.1		39.3	49.6	60.0
	MANAGER	52.5	3.2	55.7				
	BOARD OF DIR.	51.7	0.0	51.7				
	ASST. V.P./DIR	50.3	5.0	55.3		42.0	48.0	55.0
	ASST. V.P./DIR				49.6	39.0	47.7	56.5
	ASST. V.P./DIR	49.4	0.0	49.4		32.2	41.9	51.6
	ASST. V.P./DIR				47.2	46.0	54.2	62.3
	VICE PRESIDENT	45.5	0.0	45.5		37.4	46.7	56.0
	ASST. V.P./DIR	45.5	2.1	47.6				
	VICE PRESIDENT				44.8	34.9	44.5	54.0
	ASST. V.P./DIR				44.3	37.1	45.5	53.8
	DIV. V.P./MGR.				43.2	41.4	50.3	59.2
	MANAGER	30.8	4.7	35.5		28.3	35.4	42.5
	NO IN POSITION: 31							
$ 132.1	WEIGHTED GROUP AVG:	$ 48.6	$ 5.1	$ 53.7	$ 47.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

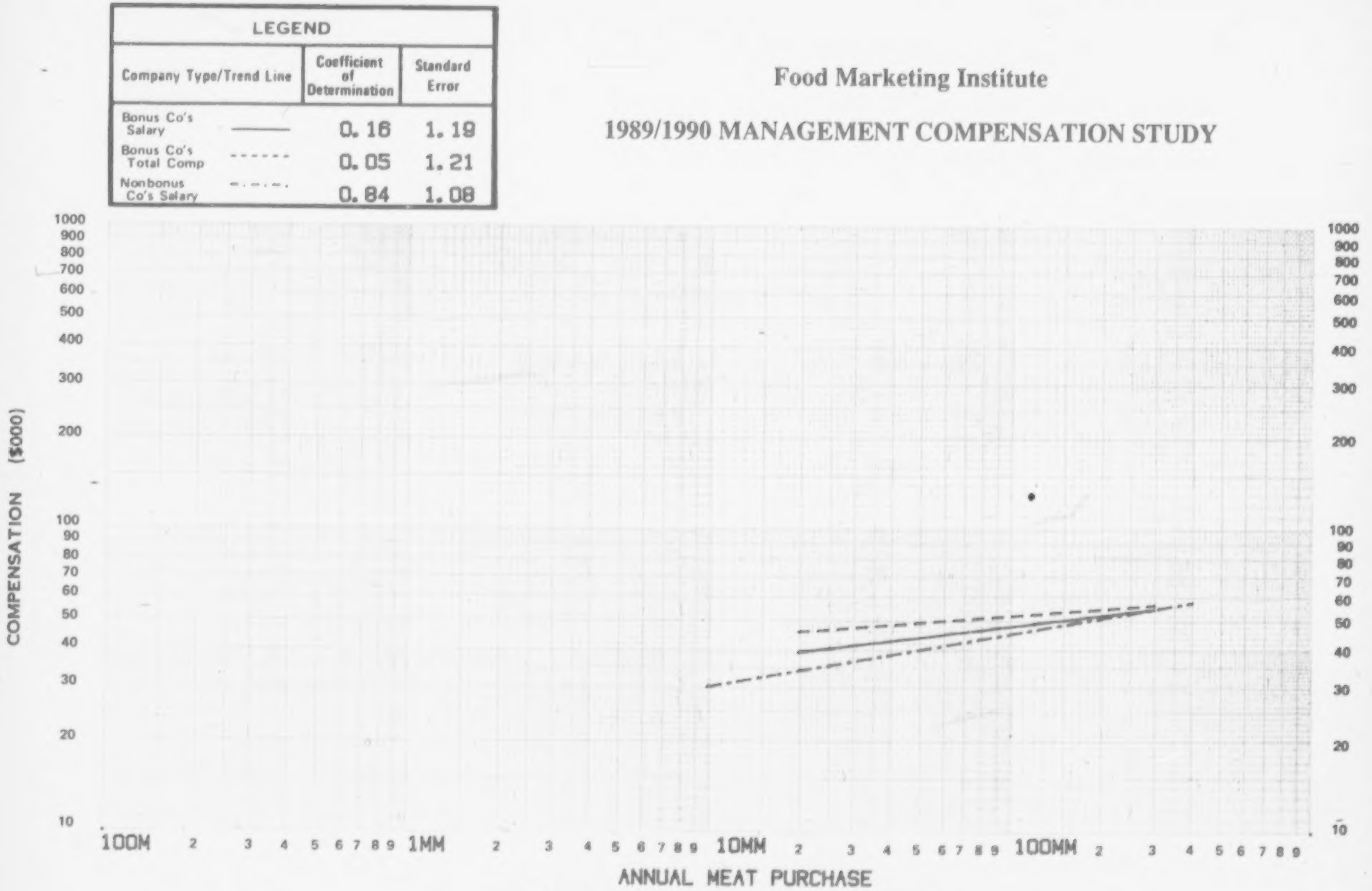
SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9 AND BELOW	SENIOR V.P.	$ 60.0	$ 12.0	$ 72.0				
	SENIOR V.P.	53.5	3.4	56.9				
	MANAGER	46.8	9.3	56.1		$ 46.8	$ 57.1	$ 67.5
	VICE PRESIDENT	46.5	11.0	57.5				
	ASST. V.P./DIR	46.3	3.7	50.0				
	SENIOR V.P.	45.7	6.7	52.4				
	ASST. V.P./DIR	44.4	5.3	49.7		39.3	47.9	56.4
	MANAGER				$ 43.6	35.3	44.1	55.1
	VICE PRESIDENT				39.1			
	ASST. V.P./DIR	35.8	6.2	42.0				
	SENIOR V.P.				34.0			
	ASST. V.P./DIR				33.0	24.2	30.3	36.4
	MANAGER				32.5	26.7	32.5	39.0
	SENIOR V.P.	32.0	1.0	33.0				
	MANAGER				30.6	30.8	36.9	43.1
	MANAGER				23.4			
	NO IN POSITION: 52							
$ 34.7	WEIGHTED GROUP AVG:	$ 45.4	$ 7.0	$ 52.4	$ 34.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED		$ 60.0	$ 20.0	$ 80.0				
	ASST. V.P./DIR	58.5	0.0	58.5		$ 41.9	$ 52.4	$ 62.8
	VICE PRESIDENT	50.8	2.0	52.8		42.5	53.1	63.8
	MANAGER	48.6	3.0	51.6		35.9	47.9	59.9
	VICE PRESIDENT	47.0	8.0	55.0				
	MANAGER	44.0	3.0	47.0		40.0	45.0	50.0
	VICE PRESIDENT				$ 42.3			
	ASST. V.P./DIR	41.2	0.0	41.2				
	ASST. V.P./DIR				41.0			
	MANAGER				40.8	32.2	40.2	48.1
	REG. V.P./MGR.	39.0	2.9	41.9		29.6	37.1	44.6
	MANAGER	38.2	1.6	39.8		28.7	35.9	43.1
	GROUP EXEC.	36.8	1.5	38.3		27.0	33.0	38.7
	VICE PRESIDENT				34.9	30.4	38.7	47.0
	ASST. V.P./DIR	34.9	3.1	38.0		23.9	29.4	34.9
	ASST. V.P./DIR	32.1	0.0	32.1		29.3	38.3	47.3
	MANAGER	29.0	1.1	30.1				
	GROUP EXEC.	29.0	3.0	32.0				
	NO IN POSITION: 36							
	WEIGHTED GROUP AVG:	$ 40.3	$ 2.4	$ 42.7	$ 39.6			
	NO IN POSITION: 119							
$ 71.1	POSITION AVERAGE:	$ 44.2	$ 4.6	$ 48.8	$ 38.2			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.16	1.19
Bonus Co's Total Comp ------	0.05	1.21
Nonbonus Co's Salary –·–·–·	0.84	1.08

SURVEY POSITION #34 - MEAT BUYER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	ASST. V.P./DIR				$ 55.0	$ 39.0	$ 47.7	$ 56.5
AND ABOVE	ASST. V.P./DIR	$ 53.7	$ 5.4	$ 59.1		42.0	48.0	55.0
	ASST. V.P./DIR	50.4	6.3	56.7		40.4	49.2	58.1
	REG. V.P./MGR.	48.6	9.9	58.5		39.3	49.6	60.0
	MANAGER	48.5	2.3	50.8				
	VICE PRESIDENT				46.5	34.9	44.5	54.0
	DIV. V.P./MGR.	46.3	8.2	54.5		44.0	53.6	63.2
	VICE PRESIDENT	43.5	0.0	43.5		34.6	43.3	51.9
					40.6	34.8	45.2	55.6
	ASST. V.P./DIR	40.1	0.0	40.1		32.2	41.9	51.6
	MANAGER	37.5	6.4	43.9		28.3	35.4	42.5
	ASST. V.P./DIR				37.0	24.2	30.3	36.4
	NO IN POSITION:	30						
$ 75.2	WEIGHTED GROUP AVG:	$ 47.1	$ 5.8	$ 52.9	$ 46.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9 AND BELOW	SENIOR V.P.	$ 72.2	$ 6.5	$ 78.7				
	ASST. V.P./DIR				$ 54.9	$ 46.0	$ 54.2	$ 62.3
	MANAGER	49.9	9.3	59.2		41.4	50.3	59.3
	VICE PRESIDENT	46.3	11.2	57.5				
	MANAGER				43.6	35.3	44.1	55.1
	SENIOR V.P.				43.5			
	ASST. V.P./DIR	43.3	2.3	45.6				
	ASST. V.P./DIR	42.2	1.6	43.8				
	BOARD OF DIR.	40.0	0.0	40.0				
	MANAGER				39.6			
	SENIOR V.P.	39.3	5.1	44.4				
	SENIOR V.P.	37.5	4.5	42.0				
	SENIOR V.P.	37.0	0.0	37.0				
	MANAGER	36.8	2.9	39.7		34.5	43.1	51.7
	VICE PRESIDENT				35.7			
	SENIOR V.P.				34.4			
	ASST. V.P./DIR				34.3	30.0	36.8	43.5
	ASST. V.P./DIR	33.3	7.4	40.7				
	ASST. V.P./DIR	32.7	1.9	34.6				
	MANAGER				32.5	26.7	32.5	39.0
	NO IN POSITION: 45							
$ 23.8	WEIGHTED GROUP AVG:	$ 42.7	$ 5.2	$ 47.9	$ 41.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

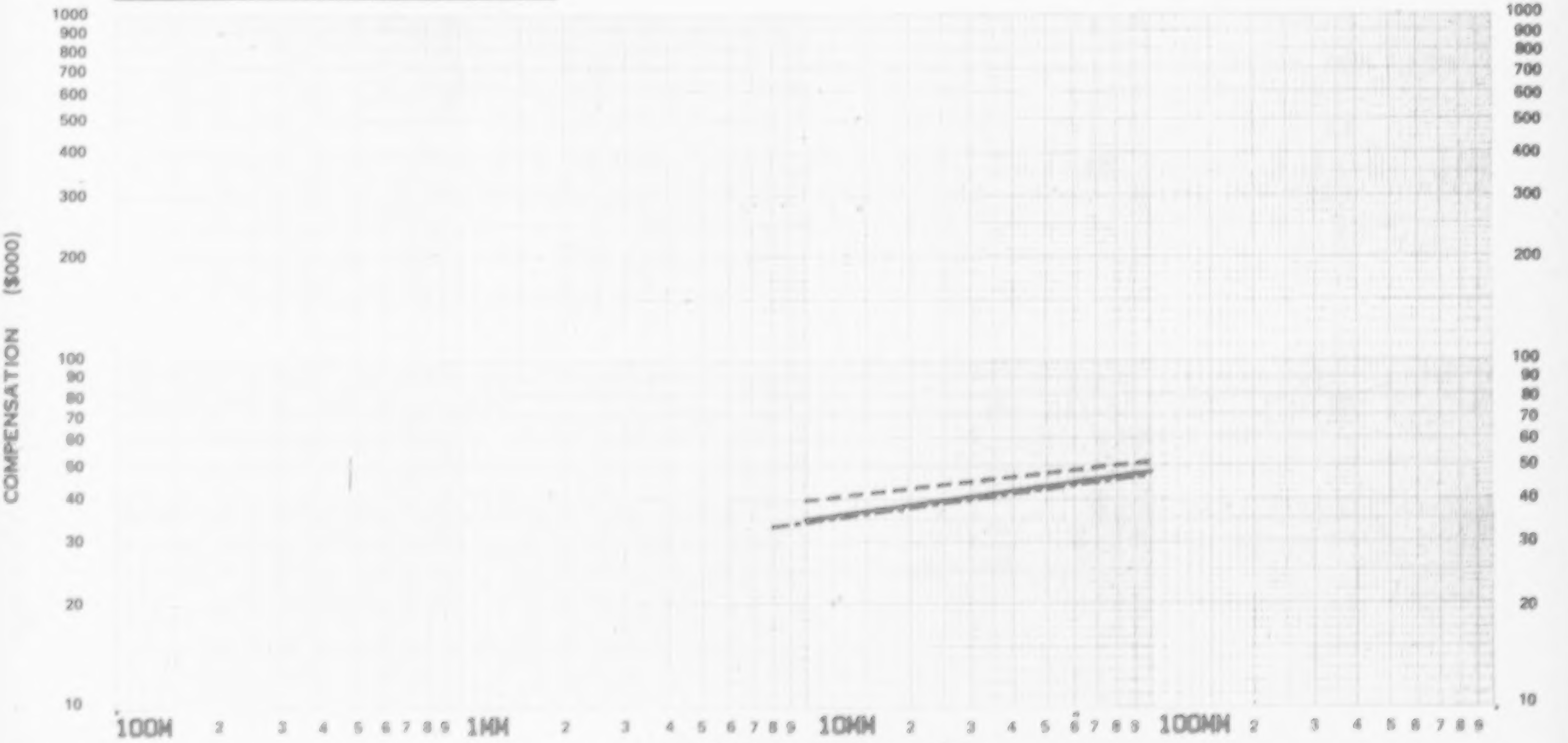
SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 67.1	$ 5.0	$ 72.1		$ 38.8	$ 46.5	$ 54.3
		54.0	16.0	70.0				
	VICE PRESIDENT	52.4	2.1	54.5		42.5	53.1	63.8
	VICE PRESIDENT	48.0	16.0	64.0				
	MANAGER	47.0	2.9	49.9		35.9	47.9	59.9
	ASST. V.P./DIR	44.1	0.0	44.1				
	MANAGER	41.9	0.7	42.6		31.2	41.6	52.0
	ASST. V.P./DIR	40.1	3.4	43.5		23.9	29.4	34.9
	MANAGER	39.8	2.5	42.3		30.0	36.0	41.0
	MANAGER				$ 39.5	32.2	40.2	48.1
	REG. V.P./MGR.	39.0	2.9	41.9		29.6	37.1	44.6
	MANAGER	38.7	1.6	40.3				
	MANAGER	38.1	1.5	39.6		28.7	35.9	43.1
	GROUP EXEC.	34.9	1.4	36.3		27.0	33.0	38.7
	ASST. V.P./DIR	34.3	0.0	34.3		29.3	38.3	47.3
	ASST. V.P./DIR				33.0			
	VICE PRESIDENT				32.7	25.6	32.6	39.6
	NO IN POSITION: 52							
	WEIGHTED GROUP AVG:	$ 42.6	$ 2.3	$ 44.9	$ 36.5			
	NO IN POSITION: 127							
$ 44.4	POSITION AVERAGE:	$ 43.8	$ 3.9	$ 47.7	$ 41.1			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.35	1.13
Bonus Co's Total Comp	------	0.15	1.18
Nonbonus Co's Salary	-.-.-.	0.34	1.17



ANNUAL PRODUCE PURCH

SURVEY POSITION #35 - PRODUCE BUYER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

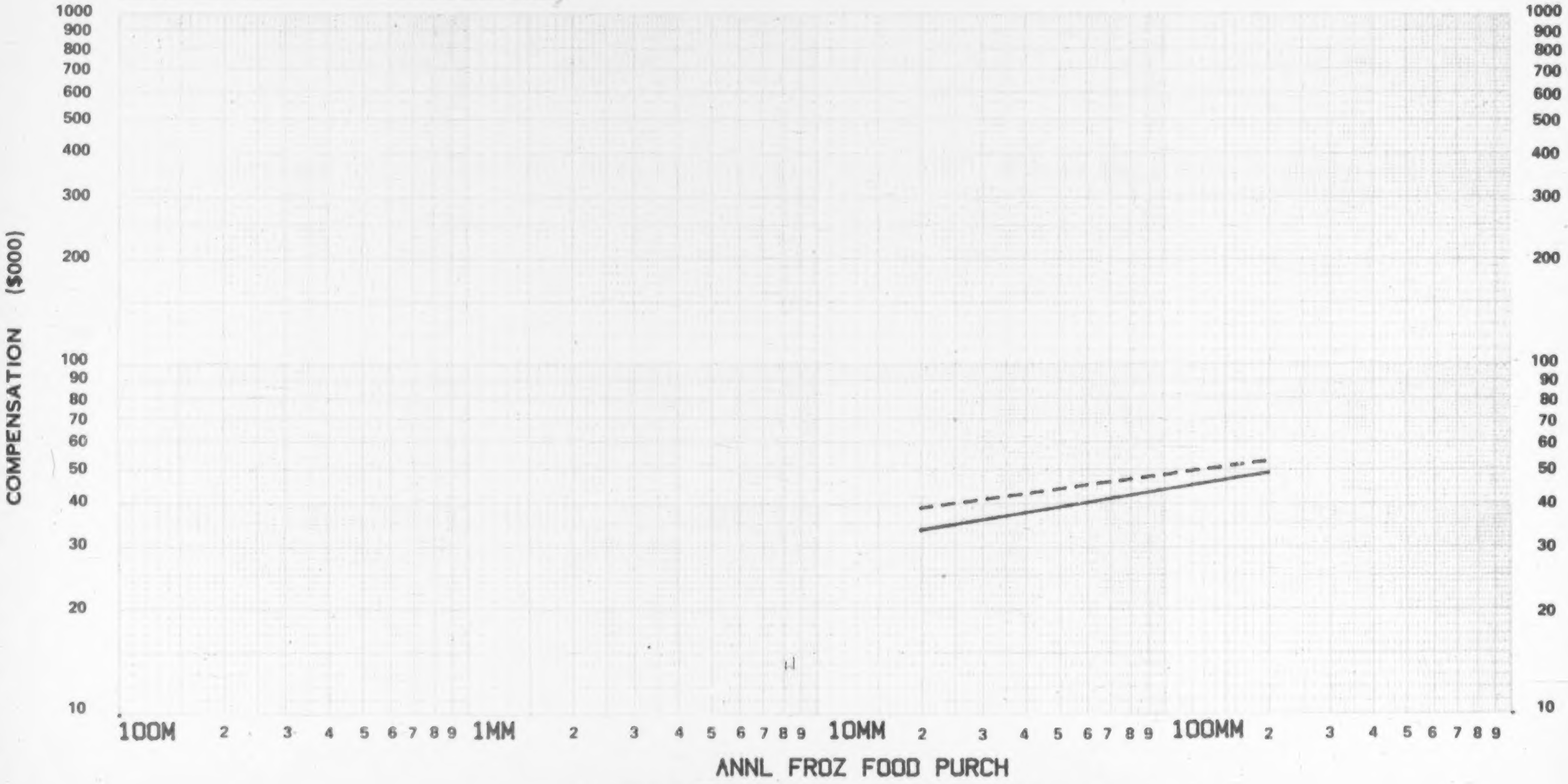
SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0					$ 63.0	$ 39.6	$ 51.4	$ 63.3
AND BELOW	ASST. V.P./DIR	$ 55.0	$ 5.5	$ 60.5		55.0	64.0	72.0
	MANAGER	46.9	3.3	50.2				
	VICE PRESIDENT	46.5	9.5	56.0				
	ASST. V.P./DIR	44.9	2.2	47.1				
	ASST. V.P./DIR				41.6	37.1	45.5	53.8
	BOARD OF DIR.	38.0	0.0	38.0				
	MANAGER	36.3	6.2	42.5		28.3	35.4	42.5
	GROUP EXEC.	36.0	4.3	40.3				
	MANAGER	35.7	4.1	39.8		34.5	43.1	51.7
	MANAGER				34.7	26.7	32.5	39.0
	ASST. V.P./DIR	34.1	8.7	42.8				
	SENIOR V.P.				34.0			
	ASST. V.P./DIR				30.2	27.2	32.0	36.8
	NO IN POSITION: 15							
$ 78.0	WEIGHTED GROUP AVG:	$ 42.0	$ 4.7	$ 46.7	$ 40.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 70.0	$ 6.0	$ 76.0		$ 49.8	$ 62.2	$ 74.6
		60.0	20.0	80.0				
	VICE PRESIDENT				$ 51.4	34.9	44.5	54.0
	ASST. V.P./DIR	47.4	0.0	47.4				
	MANAGER				44.7			
	MANAGER	35.5	6.4	41.9				
	MANAGER	34.0	1.0	35.0				
	VICE PRESIDENT				33.0			
	DIV. V.P./MGR.	30.4	2.9	33.3		21.0	24.9	28.8
	VICE PRESIDENT	30.0	5.0	35.0				
	GROUP EXEC.	29.5	2.2	31.7				
	ASST. V.P./DIR				18.0			
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 42.1	$ 5.4	$ 47.5	$ 36.8			
	NO IN POSITION: 27							
$ 78.0	POSITION AVERAGE:	$ 42.1	$ 5.0	$ 47.1	$ 39.0			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.31	1.16
Bonus Co's Total Comp	------	0.22	1.16
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #36 - FROZEN FOODS BUYER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$400.0	MANAGER	$ 51.2	$ 3.2	$ 54.4				
AND BELOW					$ 48.5	$ 34.8	$ 45.2	$ 55.6
	VICE PRESIDENT	43.7	4.0	47.7				
	ASST. V.P./DIR				41.6	37.1	45.5	53.8
	GROUP EXEC.	36.0	4.3	40.3				
	MANAGER	36.0	5.9	41.9		28.3	35.4	42.5
	SENIOR V.P.				35.6			
	ASST. V.P./DIR				34.7	27.2	32.0	36.8
	ASST. V.P./DIR				26.1	24.2	30.3	36.4
	NO IN POSITION: 18							
$ 119.1	WEIGHTED GROUP AVG:	$ 47.0	$ 3.7	$ 50.7	$ 38.4			
NO SCOPE		$ 56.7	$ 18.0	$ 74.7				
REPORTED	VICE PRESIDENT	51.6	2.1	53.7		$ 42.5	$ 53.1	$ 63.8
	ASST. V.P./DIR	47.4	0.0	47.4				
	VICE PRESIDENT				$ 39.7			
	ASST. V.P./DIR	39.2	3.5	42.7		26.2	33.8	41.3
	ASST. V.P./DIR				29.3			
	MANAGER	26.7	1.4	28.1		21.0	25.0	29.0
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 45.5	$ 4.6	$ 50.1	$ 34.5			
	NO IN POSITION: 26							
$ 119.1	POSITION AVERAGE:	$ 46.4	$ 4.0	$ 50.4	$ 37.7			

NOTE: Insufficient data for trend line.

SURVEY POSITION 38 - NONFOOD BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	ASST. V.P./DIR	$ 52.9	$ 7.1	$ 60.0		$ 40.4	$ 49.2	$ 58.1
AND ABOVE	REG. V.P./MGR.	50.7	10.6	61.3		39.3	49.6	60.0
	ASST. V.P./DIR	49.2	9.3	58.5		49.5	60.7	71.8
	MANAGER	48.7	2.9	51.6				
	MANAGER				$ 48.5	34.9	44.5	54.0
					47.8	34.8	45.2	55.6
	ASST. V.P./DIR	45.4	4.5	49.9		42.0	48.0	55.0
	ASST. V.P./DIR				43.6	45.4	55.9	66.4
	VICE PRESIDENT	42.9	4.0	46.9				
	VICE PRESIDENT	38.1	0.0	38.1		32.1	40.1	48.2
	NO IN POSITION: 43							
$ 94.7	WEIGHTED GROUP AVG:	$ 48.6	$ 6.7	$ 55.3	$ 47.3			

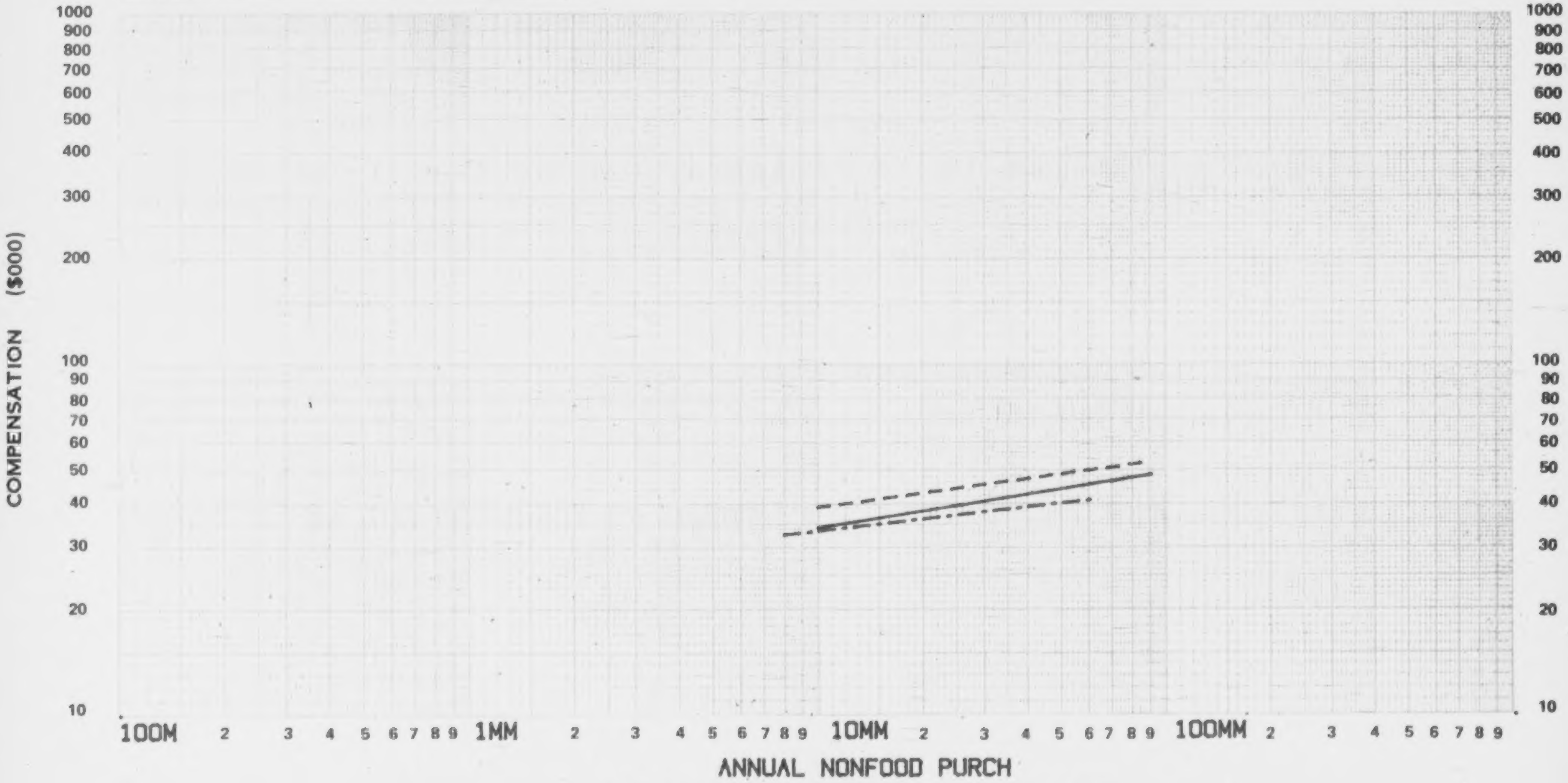
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$49.9 AND BELOW	ASST. V.P./DIR	$ 47.5	$ 0.0	$ 47.5		$ 35.5	$ 46.1	$ 56.7
	MANAGER				$ 47.0			
	VICE PRESIDENT	45.5	6.6	52.1				
	MANAGER	41.0	4.3	45.3		28.3	35.4	42.5
	VICE PRESIDENT	40.0	4.8	44.8				
	DIV. V.P./MGR.				39.3	31.9	39.1	46.2
	ASST. V.P./DIR				38.5	33.5	41.0	48.6
	MANAGER				37.1	26.7	32.5	39.0
	ASST. V.P./DIR	36.8	3.7	40.5				
	ASST. V.P./DIR				34.5	34.8	41.7	48.6
	SENIOR V.P.				34.0			
	ASST. V.P./DIR				33.7	31.3	36.8	42.3
	ASST. V.P./DIR	33.7	8.4	42.1				
	GROUP EXEC.				31.6			
	VICE PRESIDENT				28.2			
	ASST. V.P./DIR	26.4	1.8	28.2				
	NO IN POSITION:	35						
$ 24.1	WEIGHTED GROUP AVG:	$ 41.6	$ 4.0	$ 45.6	$ 36.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
NO SCOPE REPORTED		$ 60.0	$ 18.8	$ 78.8				
	VICE PRESIDENT	51.3	2.1	53.4		$ 42.5	$ 53.1	$ 63.8
	ASST. V.P./DIR	46.8	0.0	46.8				
	ASST. V.P./DIR	45.0	1.8	46.8				
	ASST. V.P./DIR				$ 42.5			
	MANAGER	39.4	2.4	41.8		35.9	47.9	59.9
	MANAGER				37.7	32.2	40.2	48.1
	MANAGER	37.3	1.0	38.3		28.2	35.2	42.2
	VICE PRESIDENT	36.0	5.0	41.0				
	MANAGER	34.4	1.4	35.8				
	ASST. V.P./DIR	32.4	0.0	32.4		27.9	36.5	45.0
	ASST. V.P./DIR	32.3	2.0	34.3				
	DIV. V.P./MGR.	28.0	3.2	31.2		23.9	29.4	34.9
	VICE PRESIDENT				25.7	25.6	32.6	39.6
	VICE PRESIDENT				22.1			
	NO IN POSITION:	41						
	WEIGHTED GROUP AVG:	$ 39.8	$ 2.1	$ 41.9	$ 34.2			
	NO IN POSITION:	119						
$ 63.0	POSITION AVERAGE:	$ 43.8	$ 4.4	$ 48.2	$ 38.4			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.31	1.18
Bonus Co's Total Comp	- - - - - -	0.19	1.22
Nonbonus Co's Salary	-·-·-·-	0.45	1.15



SURVEY POSITION #38 - NONFOOD BUYER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$150.0	BOARD OF DIR.	$ 58.0	$ 0.0	$ 58.0				
AND BELOW	ASST. V.P./DIR				$ 55.9	$ 34.9	$ 44.5	$ 54.0
	VICE PRESIDENT				53.0	39.0	47.7	56.5
	ASST. V.P./DIR				52.6	46.0	54.2	62.3
	ASST. V.P./DIR	50.7	5.1	55.8		42.0	48.0	55.0
	VICE PRESIDENT	49.8	6.8	56.6				
	ASST. V.P./DIR	48.2	0.0	48.2		32.2	41.9	51.6
	VICE PRESIDENT	46.5	12.0	58.5				
	DIV. V.P./MGR.				46.3	39.1	47.2	55.4
	ASST. V.P./DIR	45.2	2.0	47.2				
	VICE PRESIDENT	44.1	0.0	44.1		34.6	43.3	51.9
	ASST. V.P./DIR	42.0	5.0	47.0		39.3	47.9	56.4
	GROUP EXEC.	37.0	4.4	41.4				
	MANAGER	34.5	0.0	34.5		34.5	43.1	51.7
	ASST. V.P./DIR	33.1	3.6	36.7				
	NO IN POSITION:	17						
$ 53.5	WEIGHTED GROUP AVG:	$ 45.2	$ 3.4	$ 48.6	$ 52.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE					$ 59.0	$ 39.6	$ 51.4	$ 63.3
REPORTED	VICE PRESIDENT	$ 47.0	$ 16.0	$ 63.0				
	ASST. V.P./DIR				44.3	37.1	45.5	53.8
	MANAGER	44.1	2.7	46.8		35.9	47.9	59.9
	ASST. V.P./DIR	43.4	0.0	43.4		35.9	43.1	50.3
	ASST. V.P./DIR				39.0			
	VICE PRESIDENT				23.5	25.6	32.6	39.6
	ASST. V.P./DIR	23.0	2.6	25.6		18.6	21.4	24.3
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 40.3	$ 4.8	$ 45.1	$ 44.0			
	NO IN POSITION: 28							
$ 53.5	POSITION AVERAGE:	$ 43.9	$ 3.7	$ 47.6	$ 47.2			

NOTE: Insufficient data for trend line.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - BAKERY BUYER

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$125.0	C.O.O.	$ 67.7	$ 0.0	$ 67.7		$ 47.2	$ 61.4	$ 75.5
AND BELOW	VICE PRESIDENT	62.0	6.2	68.2		55.0	64.0	72.0
	SENIOR V.P.	57.0	11.4	68.4				
	MANAGER	48.4	3.1	51.5				
	VICE PRESIDENT				$ 45.5	30.9	39.4	47.8
					45.5	34.8	45.2	55.6
	ASST. V.P./DIR	43.8	5.3	49.1		39.3	47.9	56.4
	VICE PRESIDENT	43.5	6.9	50.4				
	VICE PRESIDENT	38.5	3.5	42.0				
	NO IN POSITION: 9							
$ 51.7	WEIGHTED GROUP AVG:	$ 51.6	$ 5.2	$ 56.8	$ 45.5			
NO SCOPE		$ 50.4	$ 12.0	$ 62.4				
REPORTED	ASST. V.P./DIR				$ 44.3	$ 37.1	$ 45.5	$ 53.8
	ASST. V.P./DIR	23.0	2.6	25.6		18.6	21.4	24.3
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 36.7	$ 7.3	$ 44.0	$ 44.3			
	NO IN POSITION: 12							
$ 51.7	POSITION AVERAGE:	$ 48.3	$ 5.6	$ 53.9	$ 45.1			

NOTE: Insufficient data for trend line.

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$1500.0 AND ABOVE	CEO/PRESIDENT	$257.5	$263.8	$521.3				
	C.O.O.	225.0	112.5	337.5				
	C.O.O.	160.0	35.1	195.1				
	BOARD OF DIR.	156.5	74.8	231.3				
	C.O.O.	140.1	58.9	199.0				
		132.0	37.0	169.0				
	C.O.O.	127.8	65.2	193.0		$157.1	$208.4	$259.6
	C.O.O.				$104.5	80.6	100.7	120.9
		102.9	100.0	202.9				
	C.O.O.	100.0	25.0	125.0				
	CEO/PRESIDENT	100.0	39.5	139.5				
	GROUP EXEC.	91.3	47.7	139.0		79.7	103.1	126.3
	CEO/PRESIDENT	90.0	0.0	90.0				
	SENIOR V.P.	70.0	23.0	93.0				
	NO IN POSITION:	15						
$ 3398.4	WEIGHTED GROUP AVG:	$134.9	$ 67.8	$202.7	$104.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS
EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1499.9 TO $500.0	C.O.O.				$254.8			
	CEO/PRESIDENT	$135.0	$ 0.0	$135.0				
	CEO/PRESIDENT	130.0	40.0	170.0				
	CEO/PRESIDENT	130.0	67.8	197.8		$107.0	$133.7	$160.4
	SENIOR V.P.	115.0	41.0	156.0				
	CEO/PRESIDENT	112.0	19.4	131.4		95.0	108.0	120.0
	CEO/PRESIDENT	111.1	47.2	158.3		74.6	97.0	119.4
	CEO/PRESIDENT	105.5	6.9	112.4		100.9	126.2	151.4
	CEO/PRESIDENT	100.0	7.5	107.5		78.0	100.3	122.5
	C.O.O.	92.5	39.3	131.8		103.6	134.0	164.2
	BOARD OF DIR.	90.0	0.0	90.0				
	CEO/PRESIDENT	90.0	0.0	90.0				
	CEO/PRESIDENT	76.9	0.0	76.9		64.1	80.0	96.0
	C.O.O.	72.5	15.2	87.7		67.4	82.6	97.7
	VICE PRESIDENT	70.0	15.0	85.0				
	CEO/PRESIDENT	69.9	19.2	89.1				
	NO IN POSITION: 17							
$ 889.1	WEIGHTED GROUP AVG:	$ 98.6	$ 19.9	$118.5	$254.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 41 - TOP STORE OPERATIONS EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	C.O.O.	$193.0	$ 52.3	$245.3		$152.0	$190.0	$237.5
	CEO/PRESIDENT	160.0	37.5	197.5				
	C.O.O.	145.0	43.5	188.5				
	CEO/PRESIDENT	95.0	17.5	112.5				
	CEO/PRESIDENT	81.6	10.0	91.6				
	EXEC. V.P.	66.9	11.8	78.7				
	SENIOR V.P.	66.0	27.5	93.5				
	CEO/PRESIDENT	65.4	13.0	78.4		87.4	108.7	130.0
	CEO/PRESIDENT	61.5	10.0	71.5				
	ASST. V.P./DIR	59.8	15.0	74.8				
	CEO/PRESIDENT	55.0	0.0	55.0		44.0	49.5	55.0
	NO IN POSITION:	11						
$ 287.8	WEIGHTED GROUP AVG:	$ 95.4	$ 21.6	$117.0				
	NO IN POSITION:	43						
$ 1610.6	POSITION AVERAGE:	$109.5	$ 36.0	$145.5	$154.6			

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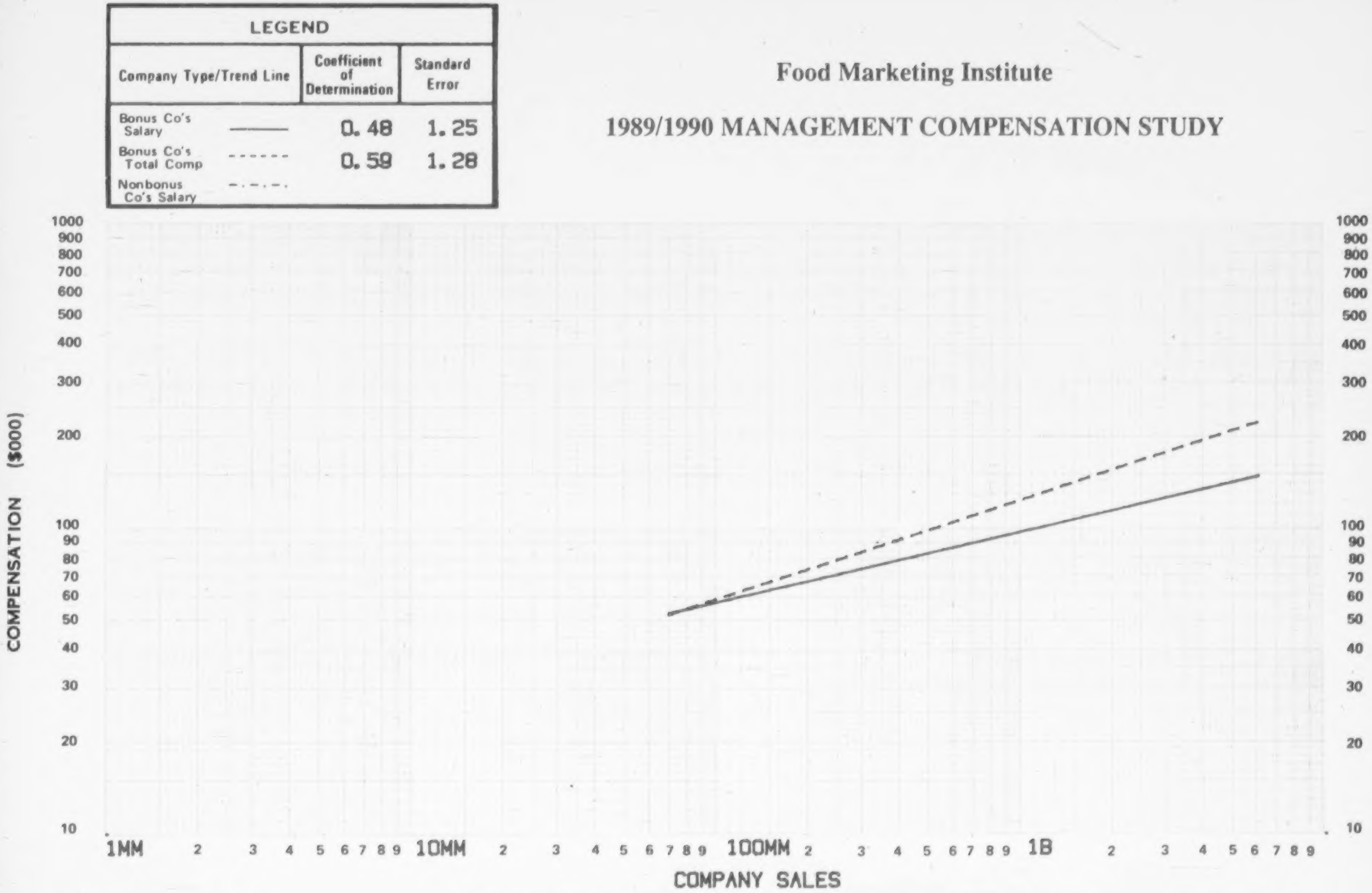
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #41 - TOP STORE OPERATIONS EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 98.0	$ 10.0	$108.0				
	SENIOR V.P.	95.0	17.1	112.1		$ 84.0	$ 90.0	$ 98.0
		74.6	6.0	80.6		49.8	62.2	74.6
	SENIOR V.P.				$ 71.5	45.4	55.9	66.4
	VICE PRESIDENT	62.8	0.0	62.8		52.0	67.6	83.2
	SENIOR V.P.	58.0	10.7	68.7		58.9	72.8	86.7
	VICE PRESIDENT	44.0	2.8	46.8				
	MANAGER	43.3	3.2	46.5		38.3	47.4	56.6
	SENIOR V.P.	42.5	5.1	47.6				
	GROUP EXEC.	42.4	5.9	48.3		35.1	41.3	47.3
	NO IN POSITION: 10							
$ 2173.3	WEIGHTED GROUP AVG:	$ 62.3	$ 6.7	$ 69.0	$ 71.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 42 - TOP STORE MAINTENANCE EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$999.9	VICE PRESIDENT	$ 82.0	$ 24.6	$106.6				
AND BELOW	MANAGER	59.0	3.7	62.7				
	CEO/PRESIDENT	58.0	6.0	64.0				
	VICE PRESIDENT				$ 55.1			
	ASST. V.P./DIR				45.0	$ 40.0	$ 51.5	$ 63.0
	BOARD OF DIR.	42.5	0.0	42.5				
	VICE PRESIDENT	40.8	3.7	44.5				
	ASST. V.P./DIR				40.0	33.5	41.0	48.6
	ASST. V.P./DIR	39.8	4.1	43.9		25.0	31.7	38.4
	EXEC. V.P.				39.2			
	SENIOR V.P.	37.6	0.0	37.6		31.9	41.8	51.6
	ASST. V.P./DIR	34.9	1.7	36.6				
	NO IN POSITION: 13							
$ 511.9	WEIGHTED GROUP AVG:	$ 47.7	$ 5.1	$ 52.8	$ 44.8			
	NO IN POSITION: 23							
$ 1234.3	POSITION AVERAGE:	$ 55.0	$ 5.9	$ 60.9	$ 50.2			

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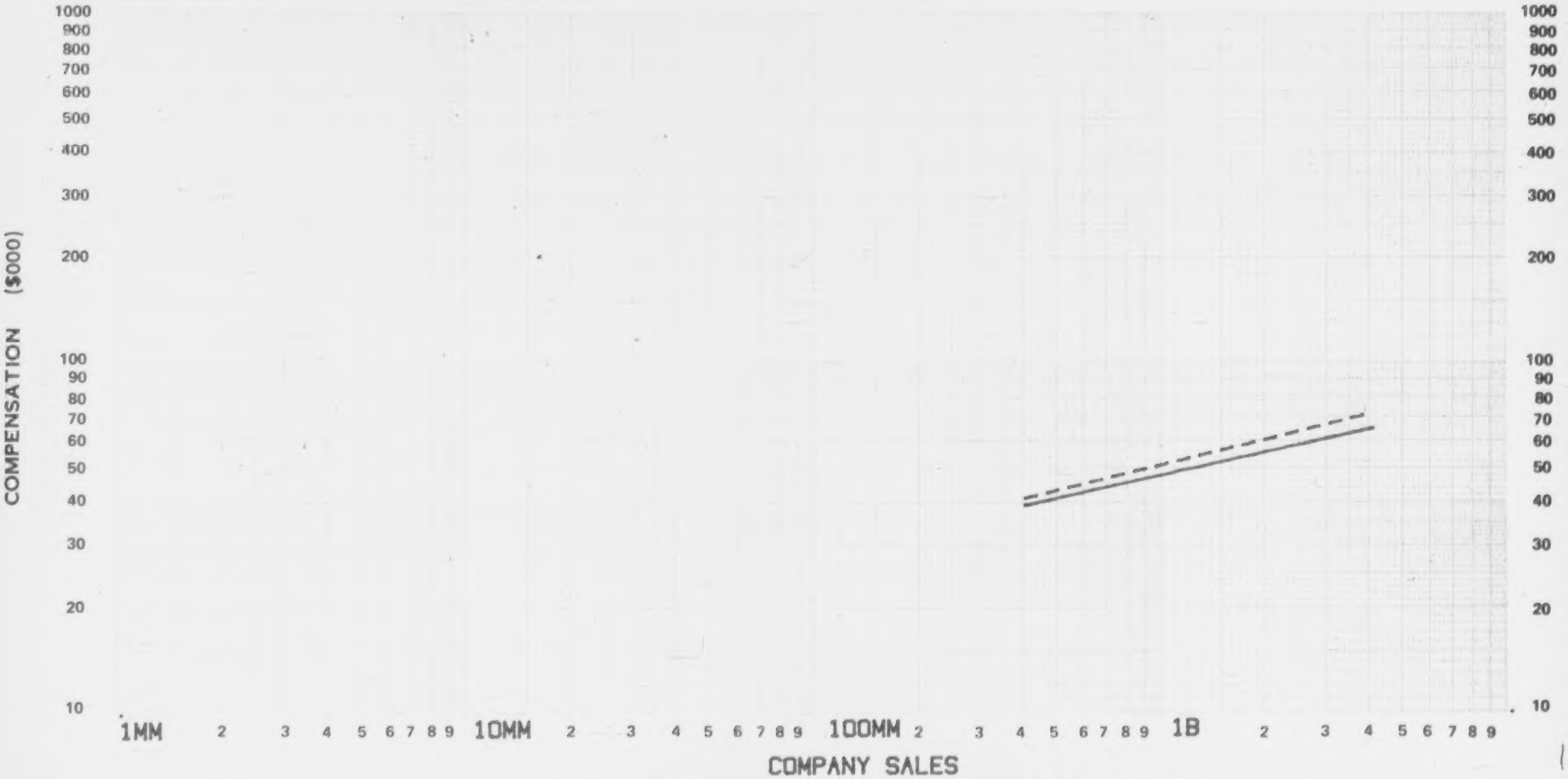
1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.42	1.20
Bonus Co's Total Comp	------	0.45	1.21
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #42 - TOP STORE MAINTENANCE EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$500.0	GROUP EXEC.	$260.0	$167.3	$427.3				
AND ABOVE	EXEC. V.P.	148.1	114.9	263.0				
	C.O.O.	143.5	37.3	180.8		$117.9	$147.9	$178.0
	CEO/PRESIDENT	137.0	69.6	206.6				
	CEO/PRESIDENT	137.0	54.3	191.3				
	C.O.O.	100.0	0.0	100.0				
	SENIOR V.P.	94.2	57.4	151.6		118.8	156.0	193.2
	CEO/PRESIDENT	82.2	22.4	104.6				
	SENIOR V.P.	82.0	33.5	115.5		56.8	75.3	93.8
	EXEC. V.P.	77.4	31.0	108.4		77.2	96.5	115.8
	NO IN POSITION:	22						
$ 1490.4	WEIGHTED GROUP AVG:	$129.1	$ 64.0	$193.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$499.9 AND BELOW	BOARD OF DIR.	$137.0	$ 41.0	$178.0		$146.2	$181.9	$217.5
	CEO/PRESIDENT				$117.1	82.9	103.7	124.4
	MANAGER	113.0	15.5	128.5				
	EXEC. V.P.	97.6	40.0	137.6		80.6	107.4	134.3
	EXEC. V.P.	85.0	0.0	85.0				
	C.O.O.				83.0	91.3	114.1	136.9
	VICE PRESIDENT	70.5	3.4	73.9		67.3	84.1	100.9
	C.O.O.	58.1	5.3	63.4				
	EXEC. V.P.				55.1			
	EXEC. V.P.	41.5	1.6	43.1				
	NO IN POSITION: 36							
$ 224.5	WEIGHTED GROUP AVG:	$ 88.8	$ 21.3	$110.1	$ 84.8			
NO SCOPE REPORTED	CEO/PRESIDENT	$179.0	$ 0.0	$179.0		$124.2	$152.1	$179.8
	BOARD OF DIR.	176.0	0.0	176.0				
		162.0	37.0	199.0				
	CEO/PRESIDENT	120.0	22.0	142.0				
	C.O.O.	65.7	4.9	70.6		53.6	67.8	82.0
	VICE PRESIDENT	54.1	7.5	61.6		47.8	53.2	58.5
	ASST. V.P./DIR	51.6	6.5	58.1		40.3	53.7	67.1
	NO IN POSITION: 39							
	WEIGHTED GROUP AVG:	$ 72.7	$ 7.5	$ 80.2				
	NO IN POSITION: 97							
$ 704.6	POSITION AVERAGE:	$ 91.7	$ 25.7	$117.4	$ 84.8			

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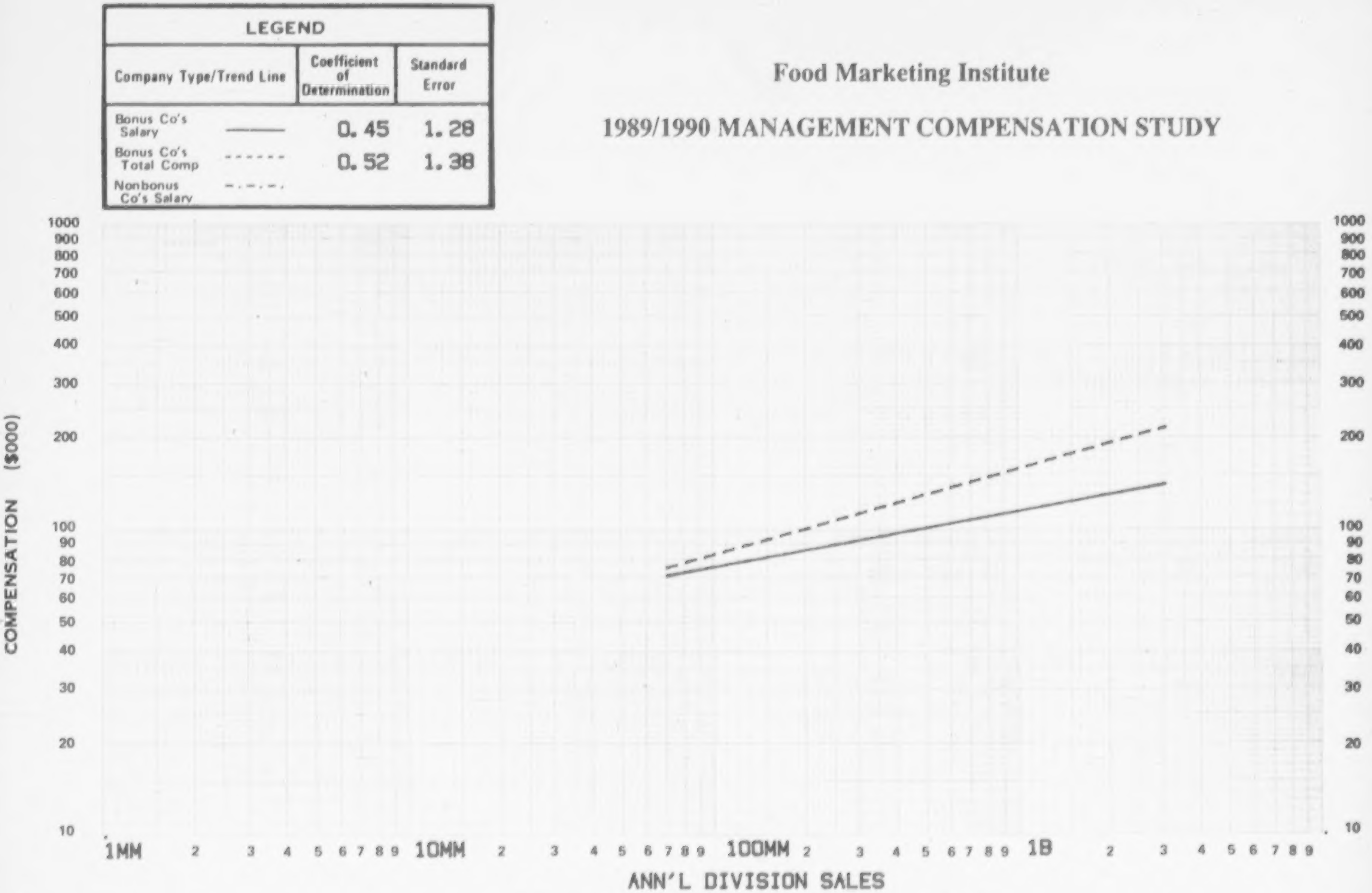
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #43 - DIVISION GENERAL MANAGER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$2000.0 AND ABOVE	VICE PRESIDENT	$ 64.8	$ 0.0	$ 64.8		$ 47.2	$ 61.4	$ 75.5
		61.2	19.4	80.6				
	VICE PRESIDENT				$ 58.8	38.8	47.5	56.3
		53.0	10.8	63.8		39.6	51.4	63.3
	MANAGER				48.9	36.0	45.0	54.0
	VICE PRESIDENT	48.0	0.0	48.0				
	MANAGER				45.0	41.4	50.3	59.3
	MANAGER				43.9	30.9	39.4	47.8
	MANAGER				35.7	32.0	37.0	42.0
	MANAGER				33.8			
	VICE PRESIDENT	32.0	4.4	36.4		27.0	33.0	38.7
	MANAGER				30.3	26.6	35.4	44.3
	NO IN POSITION: 31							
$ 6488.8	WEIGHTED GROUP AVG:	$ 51.8	$ 6.9	$ 58.7	$ 35.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1999.9	EXEC. V.P.	$ 56.7	$ 2.0	$ 58.7				
TO	MANAGER	50.9	3.8	54.7		$ 41.2	$ 51.2	$ 61.3
$750.0	SENIOR V.P.	50.0	0.0	50.0		41.2	54.0	66.8
	ASST. V.P./DIR	49.0	10.5	59.5		35.7	44.6	53.5
	VICE PRESIDENT				$ 48.0	41.4	50.3	59.2
	VICE PRESIDENT	47.0	7.1	54.1		36.5	45.6	54.7
	GROUP EXEC.	46.0	4.6	50.6				
	ASST. V.P./DIR				42.5	41.4	50.7	60.0
	VICE PRESIDENT	37.0	2.9	39.9				
	MANAGER				35.5			
	MANAGER				31.8	28.6	35.8	42.9
	VICE PRESIDENT				25.8			
	MANAGER	25.2	0.0	25.2		23.5	29.4	35.2
	NO IN POSITION: 15							
$ 1053.5	WEIGHTED GROUP AVG:	$ 43.0	$ 3.4	$ 46.4	$ 34.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 44 - SCANNING COORDINATOR

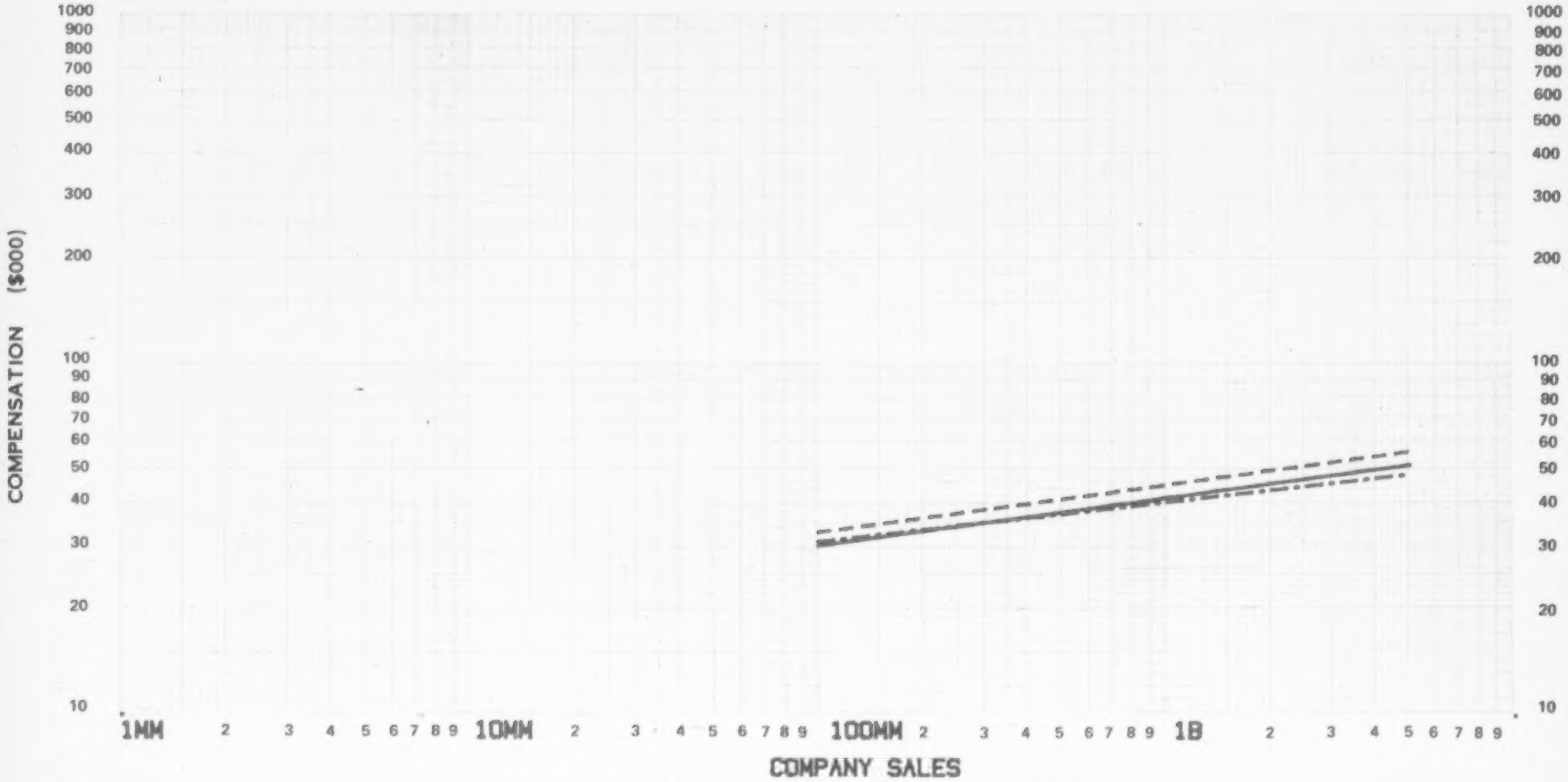
SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$749.9 AND BELOW	CEO/PRESIDENT	$ 53.5	$ 3.4	$ 56.9				
	BOARD OF DIR.	50.0	0.0	50.0				
	SENIOR V.P.	41.6	11.5	53.1		$ 33.1	$ 42.2	$ 51.3
	MANAGER				$ 41.5	36.4	43.6	50.4
	EXEC. V.P.				36.0			
	SENIOR V.P.	34.5	8.0	42.5				
	ASST. V.P./DIR				34.1			
	VICE PRESIDENT	33.3	0.9	34.2		29.9	37.3	44.8
	VICE PRESIDENT	32.7	4.0	36.7		23.9	29.4	34.9
	CEO/PRESIDENT				28.6			
	VICE PRESIDENT	28.2	2.7	30.9				
	GROUP EXEC.	27.3	2.0	29.3				
	MANAGER				27.1			
	BOARD OF DIR.	20.0	8.0	28.0				
	REG. V.P./MGR.				17.2	19.4	24.2	29.2
	NO IN POSITION: 19							
$ 513.9	WEIGHTED GROUP	$35.4	$ 4.2	$ 39.6	$ 29.5			
	NO IN POSITION: 65							
$ 3488.0	POSITION AVERAGE:	$ 41.7	$ 4.4	$ 46.1	$ 33.9			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.17	1.29
Bonus Co's Total Comp	- - - - - -	0.17	1.29
Nonbonus Co's Salary	-.-.-.-	0.38	1.16



SURVEY POSITION #44 - SCANNING COORDINATOR

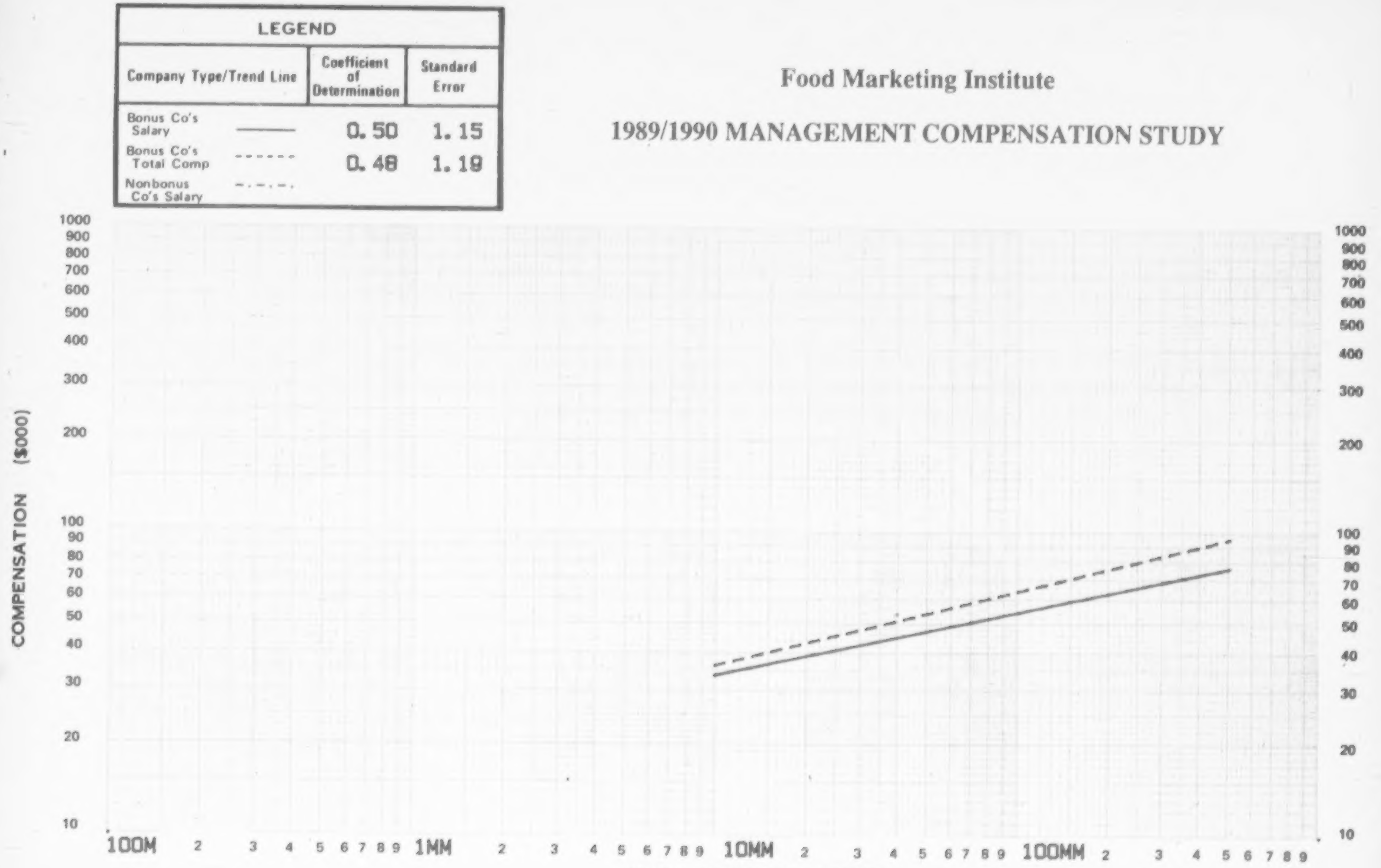
FOOD MARKETING INSTITUTE

1989-1990 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 45: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$250.0 and Above	$336.7	$70.2	$19.2	$89.4	$89.6	60
249.9 to 200.0	216.0	64.8	10.1	74.9	60.0	61
199.9 to 175.0	181.9	67.3	11.3	78.6	--	62
174.9 to 150.0	163.3	60.2	21.8	82.0	--	47
149.9 to 125.0	144.3	59.5	15.2	74.7	--	55
124.9 to 100.0	115.4	56.6	9.9	66.5	49.4	33
99.9 to 75.0	87.7	54.6	9.2	63.8	52.4	54
74.9 and Below	37.7	60.5	12.3	72.8	47.9	50
No Scope Reported		48.6	5.2	53.8	--	287
POSITION AVERAGE	$167.5	$56.7	$10.2	$66.9	$54.5	709



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.50	1.15
Bonus Co's Total Comp	- - - - - -	0.48	1.19
Nonbonus Co's Salary	-.-.-.		

SURVEY POSITION #45 - DISTRICT MANAGER

FOOD MARKETING INSTITUTE

1989-1990 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 46: STORE MANAGER

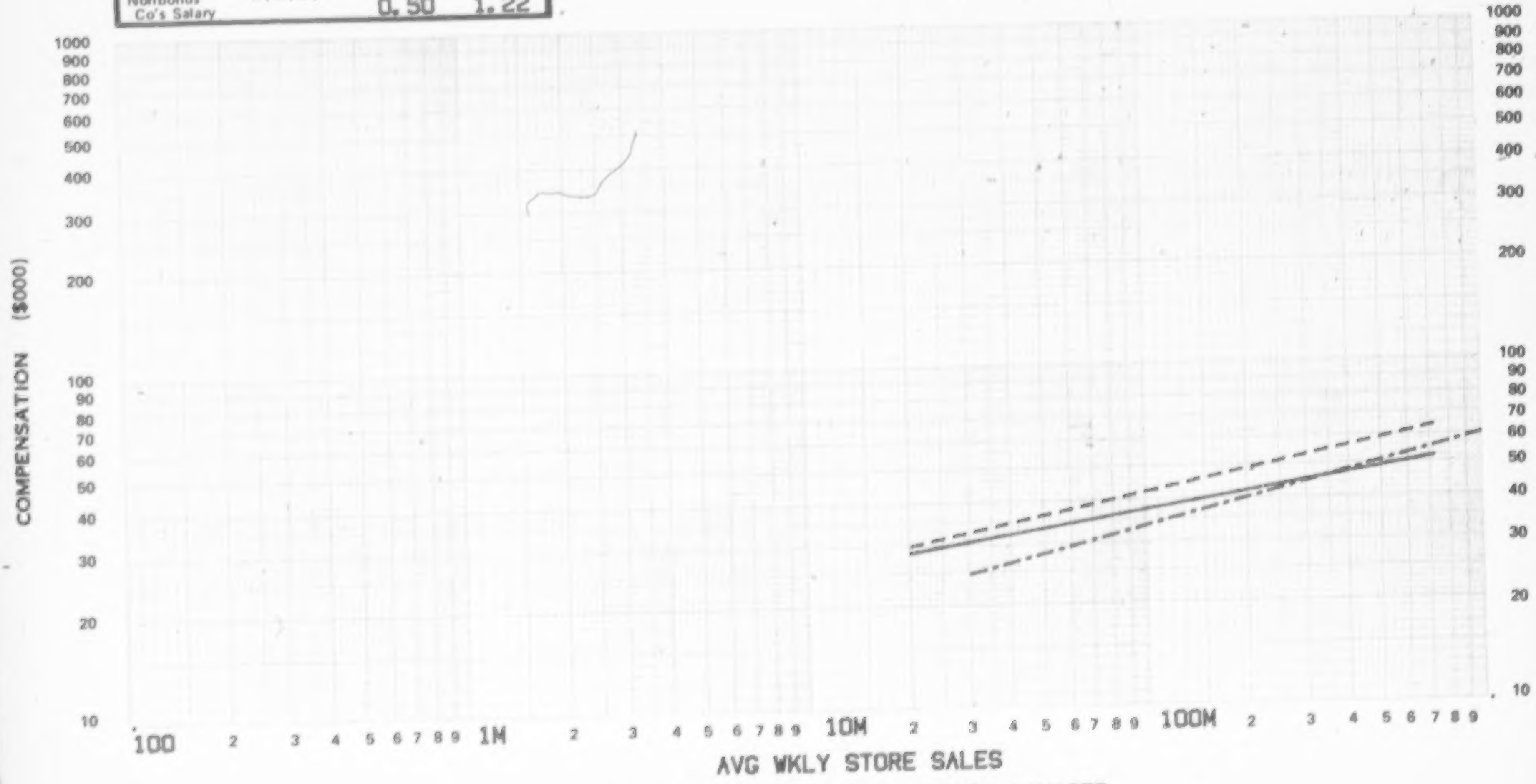
Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$300.0 and Above	$438.6	$51.2	$13.2	$64.4	$53.2	1,291
299.9 to 200.0	240.0	45.6	9.0	54.6	39.8	967
199.9 to 150.0	173.2	40.2	6.1	46.3	37.1	622
149.0 to 75.0	117.1	37.8	4.9	42.7	33.6	798
74.9 to 55.0	62.8	38.3	4.8	43.1	27.0	59
49.9 and Below	30.6	29.0	5.6	34.6	27.6	17
No Scope Reported		46.4	7.4	53.8	33.5	2,326
POSITION AVERAGE	$267.4	$45.4	$8.6	$54.0	$34.9	6,080

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	————	0.38	1.15
Bonus Co's Total Comp	------	0.40	1.19
Nonbonus Co's Salary	-.-.-.	0.50	1.22



SURVEY POSITION #48 - STORE MANAGER

FOOD MARKETING INSTITUTE

1989-1990 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 47: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

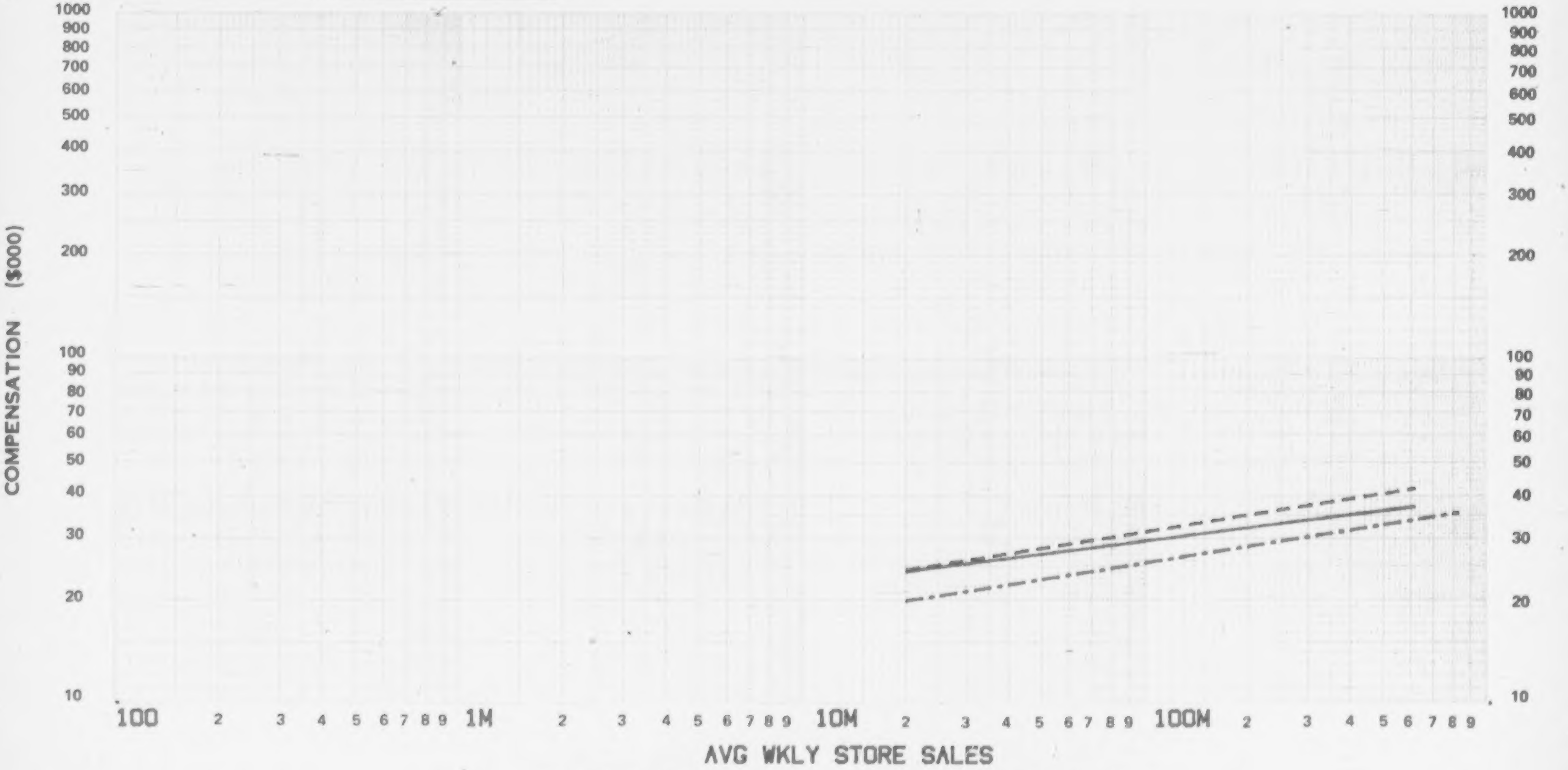
SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$450.0 and Above	$603.9	$36.5	$3.5	$40.0	$32.8	268
449.9 to 350.0	401.4	39.2	6.4	45.6	28.3	459
349.9 to 250.0	296.6	40.7	3.7	44.4	29.9	639
249.0 to 200.0	222.0	31.6	3.0	34.6	31.2	366
199.9 to 150.0	173.9	31.4	2.9	34.3	27.5	499
149.9 to 100.0	127.1	29.7	2.5	32.2	25.8	473
99.9 and Below	68.1	30.2	1.5	31.7	21.9	859
No Scope Reported		36.0	8.4	44.4	29.7	2,204
POSITION AVERAGE	$230.8	$35.2	$5.1	$40.3	$28.4	5,767

NOTE: Only three companies indicated that their Assistant/Co-Store Managers are unionized; therefore, all data for this position are combined.

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.23	1.18
Bonus Co's Total Comp	- - - - - -	0.29	1.19
Nonbonus Co's Salary	-·-·-·-	0.34	1.18



SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

FOOD MARKETING INSTITUTE

1989-1990 MANAGEMENT COMPENSATION STUDY
NATIONAL SUMMARY

SURVEY POSITION 48: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE ANNUAL DISTRICT SALES ($MIL)		BONUS COMPANIES				
RANGE	WEIGHTED GROUP AVERAGE	SALARY	BONUS	TOTAL COMPENSATION	NONBONUS COMPANIES SALARY	NUMBER OF INCUMBENTS
$50.0 and Above	$60.9	$38.3	$4.1	$42.4	$34.2	436
49.9 to 35.0	40.1	29.7	1.2	30.9	29.4	243
34.9 to 25.0	30.5	30.0	2.0	32.0	31.1	622
24.9 to 15.0	20.4	30.8	1.2	32.0	28.0	552
14.9 and Below	12.1	31.3	0.7	32.0	25.8	176
No Scope Reported		31.9	1.9	33.8	25.3	2,223
POSITION AVERAGE	$33.8	$31.8	$2.0	$33.8	$27.9	4,252

NOTE: This summary exhibit and the trend line on the facing page reflect pay levels for all Meat Department Managers -- union and nonunion combined.

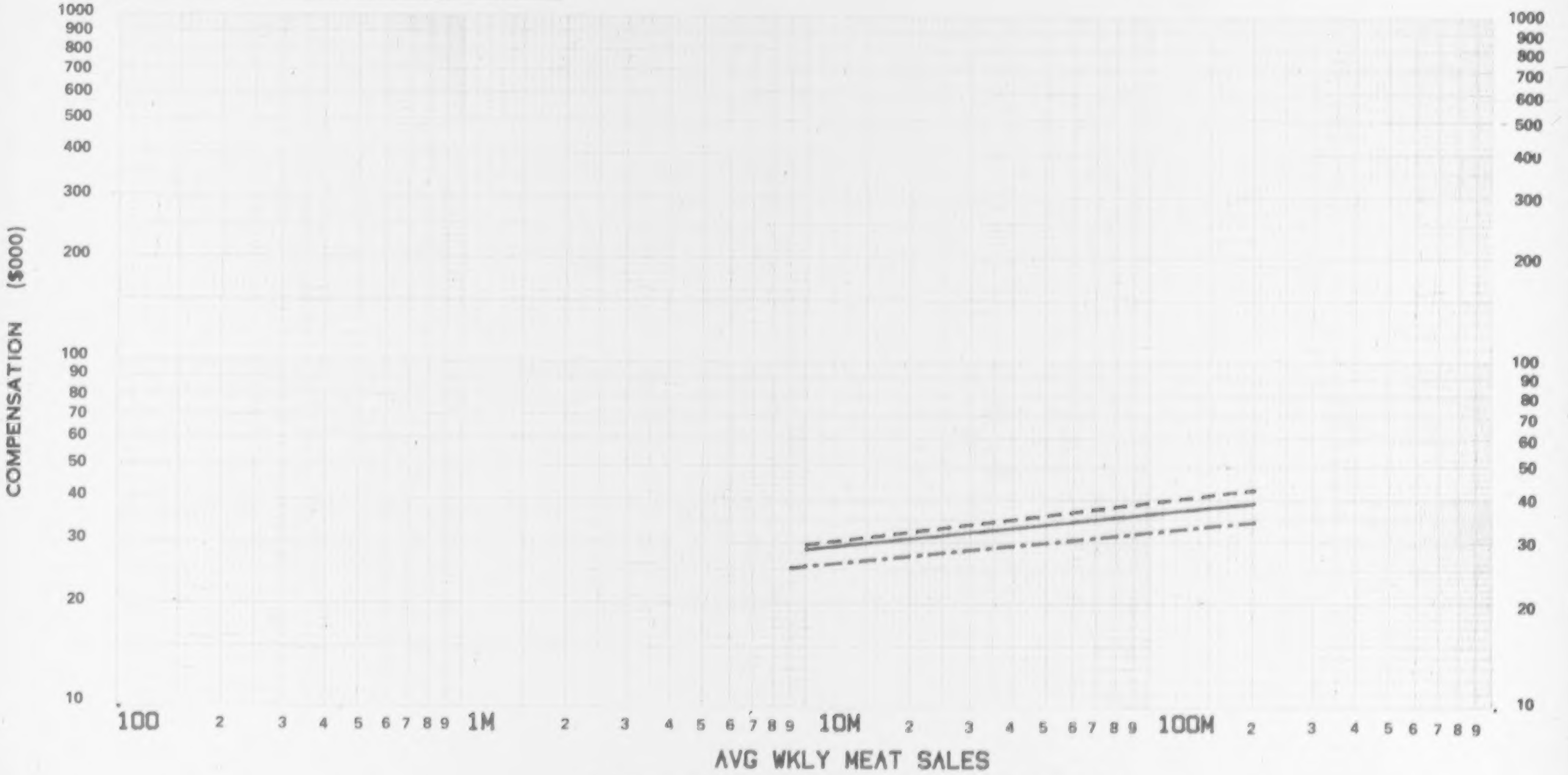
Exhibits on the following pages show Meat Department Managers who are union members (pages 276 - 279) and those who are nonunion (pages 280 - 285).

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.12	1.17
Bonus Co's Total Comp	------	0.14	1.18
Nonbonus Co's Salary	-.-.-.	0.13	1.18

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- UNION

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$40.0	$ 39.2	$ 3.5	$ 42.7					5.0	1.0	41.0	12.0	F	E
AND ABOVE	39.2	3.5	42.7					5.0	1.0	41.0	12.0	F	E
				$ 36.0				5.0	2.0	40.0	17.0	96	E
	33.3	0.5	33.8					5.0		40.0		Y	Y
	33.3	0.5	33.8					5.0		40.0		Y	Y
				28.9				5.0		41.0	6.0	E	E
				27.9				5.0	1.0	40.0	3.0	E	F
				27.9				5.0	1.0	40.0	3.0	E	F
				23.4	$ 20.2	$ 21.8	$ 23.4	5.0	2.0	40.0		0	E
				22.3	20.2	21.8	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 155													
$ 58.5 WT'D AVG:	$ 34.8	$ 1.2	$ 36.0	$ 34.1									
$39.9	$ 39.2	$ 3.5	$ 42.7					5.0	1.0	41.0	12.0	F	E
TO	39.2	3.5	42.7					5.0	1.0	41.0	12.0	F	E
$25.0				$ 32.2				5.0		40.0			
				29.2				5.0		40.0		E	E
				29.2				5.0		40.0		E	E
				27.9				5.0	1.0	40.0	3.0	E	F
	27.0	2.0	29.0					5.0		40.0	12.0	E	E
				25.7									
				23.2	$ 20.2	$ 21.8	$ 23.4	5.0	2.0	40.0		0	E
NO. IN POS: 219													
$ 29.9 WT'D AVG:	$ 29.8	$ 2.3	$ 32.1	$ 30.1									

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- UNION

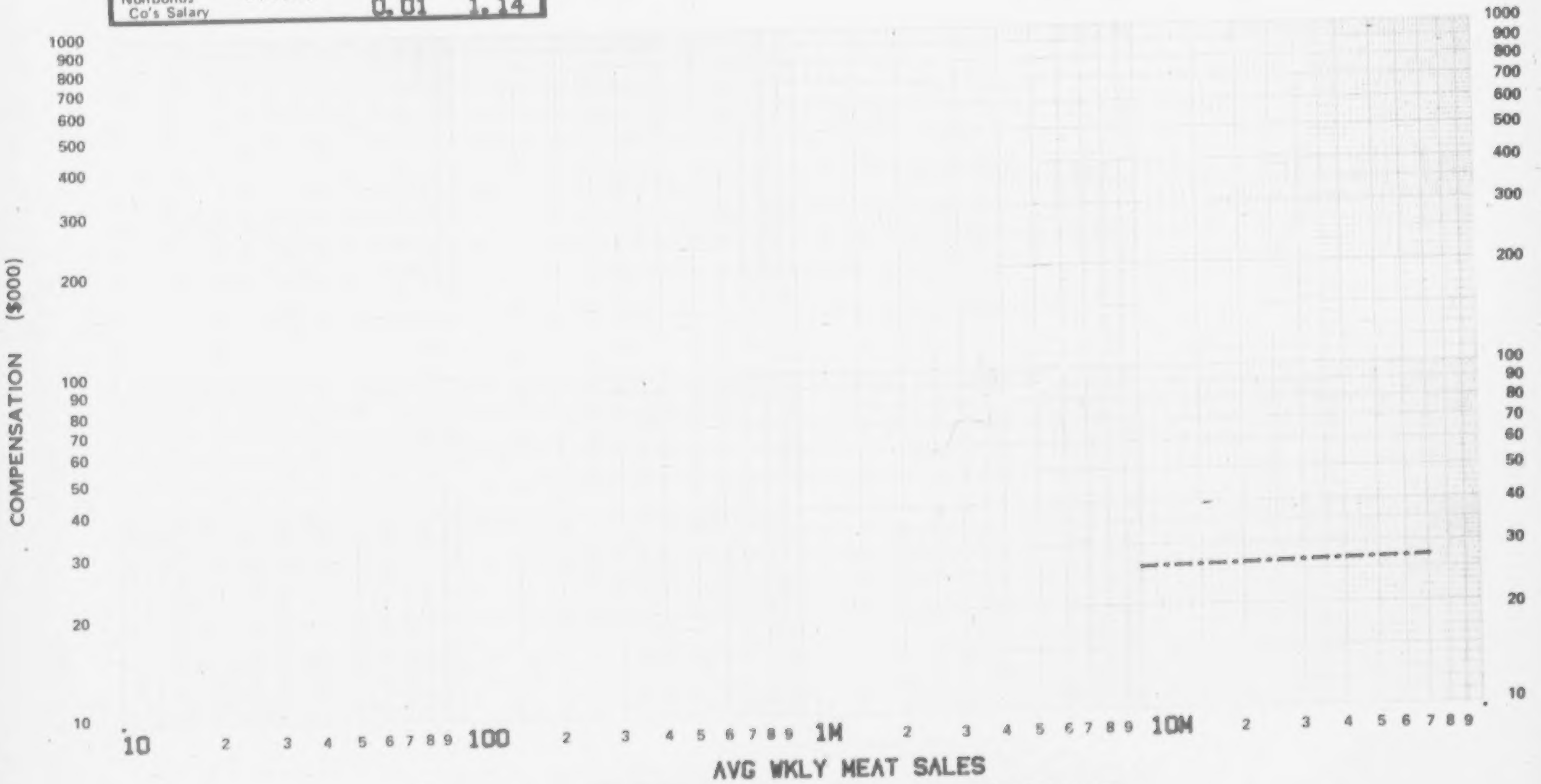
SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9 AND BELOW	$ 39.2	$ 3.5	$ 42.7					5.0	1.0	41.0	12.0	F	E
	37.1	1.9	39.0					6.0		48.0	52.0	E	F
	33.0	0.6	33.6					5.0		40.0	6.0	E	F
				$ 29.2				5.0		40.0		E	E
				29.2				5.0		40.0		E	E
				29.0				5.0		40.0			
				27.9				5.0	1.0	40.0	3.0	E	F
				27.9				5.0	1.0	40.0	3.0	E	F
				23.2	$ 20.2	$ 21.8	$ 23.4	5.0	2.0	40.0		0	E
				23.1	20.2	21.8	23.4	5.0	2.0	40.0		0	E
NO. IN POS: 274													
$ 19.0 WT'D AVG:	$ 35.4	$ 1.5	$ 36.9	$ 28.2									
NO SCOPE REPORTED	$ 50.9	$ 0.0	$ 50.9					5.0	1.0	44.0	8.0	E	G
	50.4	0.0	50.4					5.0	1.0	44.0	8.0	E	G
	50.2	0.0	50.2					5.0	1.0	44.0	8.0	E	G
	45.7	0.0	45.7					5.0	1.0	44.0	8.0	E	G
				$ 37.3				5.0		40.0		F	E
	36.3	0.0	36.3										
	31.9	4.0	35.9					5.0	1.0	40.0	13.0	E	E
	30.7	0.0	30.7					5.0		40.0			G
	28.6	0.0	28.6					5.0		40.0			E
				27.4				5.0	2.0	40.0	26.0	8	8
	27.3	0.4	27.7					5.0	1.0	40.0	26.0	E	E
	26.7	0.0	26.7					5.0		40.0			E
				26.5				5.0	2.0	40.0	26.0	8	8
	26.0	0.0	26.0					5.0		40.0			E
NO. IN POS: 881													
WT'D AVG:	$ 31.6	$ 0.9	$ 32.5	$ 32.4									
NO. IN POS: 1529													
$ 32.2 POSITION AVG:	$ 32.2	$ 1.1	$ 33.3	$ 31.4									

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-·-·-·	0.01	1.14



SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER -- UNION

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$50.0 AND ABOVE	$ 37.0	$ 4.9	$ 41.9					5.0	2.0	48.0	20.0	B	B
	35.5	2.2	37.7					5.1		46.3	19.0	b	B
	35.5	1.2	36.7		$ 28.0	$ 33.3	$ 38.6	5.2	.2	48.0	9.4	B	A
	34.5	4.1	38.6		31.7	33.0	35.4	5.0	2.0	48.0	20.0	B	B
				$ 34.5	32.0	34.0	36.0	5.0		45.0		B	A
				34.1									
	33.7	0.0	33.7					5.5	1.0	45.0	12.0	E	E
				33.3				5.0		44.0	13.0	D	E
				32.7	31.5	33.3	35.0	5.0		45.0		B	A
				32.7				5.0	1.0	40.0	.3	E	E
				32.2				5.0	2.0	43.0	20.0	B	B
				29.2				5.0	1.0	40.0	13.0	E	E
	27.1	0.4	27.5		22.7	26.7	30.7	5.5	1.0	45.0	12.0	E	D
	20.8	2.2	23.0		18.1	22.6	27.4	5.0	4.0	50.0	26.0	90	D
NO. IN POS: 196													
$ 65.2 WT'D AVG:	$ 27.7	$ 2.1	$ 29.8	$ 32.6									

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$49.9	$ 40.5	$ 1.0	$ 41.5					5.5		50.0		B	B
TO	39.1	2.2	41.3					5.5		50.0		5	E
$35.0	32.6	0.0	32.6					5.5	1.0	45.0	12.0	E	E
	32.4	2.1	34.5					4.8		45.8	22.0	b	B
	32.3	3.0	35.3					5.0	2.0	48.0	20.0	B	B
				$ 30.9	$ 27.0	$ 32.5	$ 38.0	5.0		45.0		B	A
	29.6	1.5	31.1		20.6	25.8	30.9	5.0		50.0		B	B
				28.6				5.0	1.0	40.0	13.0	E	E
				28.4				5.0		40.0		E	E
	27.1	0.4	27.5		22.7	26.7	30.7	5.5	1.0	45.0	12.0	E	D
	25.7	0.9	26.6		23.6	25.8	28.0	5.0	1.0	45.0		E	D
				25.1									
				23.3				5.0	2.0	43.0	20.0	B	B
NO. IN POS: 183													
$ 39.8 WT'D AVG:	$ 29.6	$ 1.3	$ 30.9	$ 28.2									

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- NONUNION

SCOPE	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$34.9 TO $25.0	$ 39.7	$ 1.0	$ 40.7					5.5		50.0		B	B
	36.5	2.0	38.5					5.5		50.0		5	E
	36.4	5.2	41.6										
	31.3	2.5	33.8					4.9		44.0	31.3	b	B
	31.1	0.0	31.1					5.5	1.0	45.0	12.0	E	E
	31.0	2.1	33.1					5.0	2.0	48.0	24.0	B	B
	29.6	1.5	31.1		$ 20.6	$ 25.8	$ 30.9	5.0		50.0		B	B
	29.3	3.0	32.3					5.0	2.0	50.0	16.0	B	D
				$ 28.7	26.0	29.3	32.5	5.0		45.0		B	A
				27.9				5.0	1.0	40.0	13.0	E	E
				27.2				5.0		40.0		E	E
	27.1	0.4	27.5		222.7	26.7	30.7	5.5	1.0	45.0	12.0	E	D
	25.6	0.8	26.4		23.6	25.3	27.0	5.0	1.0	45.0		E	D
				24.3									
				23.0				5.0	2.0	43.0	20.0	B	B
	20.8	2.2	23.0		18.1	22.6	27.2	5.0	4.0	50.0	26.0	90	D
NO. IN POS: 344													
$ 30.9 WT'D AVG:	$ 30.1	$ 1.9	$ 32.0	$ 26.8									

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- NONUNION

SCOPE	BONUS COMPANIES			NONBONUS	SALARY RANGE			WORK SCHEDULE/PAY PRACTICES					
AVG WKLY MEAT SALES ($THOU)	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX	# DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
$24.9	$ 38.3	$ 1.0	$ 39.3					5.5		50.0		B	B
TO	35.7	1.2	36.9					5.5		50.0		5	E
$15.0	29.7	1.2	30.9					5.0	2.0	48.0	20.0	B	B
	29.5	0.0	29.5					5.5	1.0	45.0	12.0	E	E
				$ 28.4				5.0		40.0		E	E
				27.9	$ 19.0	$ 25.3	$ 31.5	5.0		45.0		B	A
				27.2				5.0	1.0	40.0	13.0	E	E
	27.1	0.4	27.5		22.7	26.7	30.7	5.5	1.0	45.0	12.0	E	D
	25.3	0.8	26.1		23.6	25.2	26.8	5.0	1.0	45.0		E	D
				23.4				5.0		40.0		E	E
				23.3				5.0		40.0		E	E
	20.8	2.2	23.0		18.1	22.6	27.2	5.0	4.0	50.0	26.0	90	D
				18.3				5.0	2.0	43.0	20.0	B	B
NO. IN POS: 249													
$ 20.3 WT'D AVG:	$ 28.2	$ 0.8	$ 29.0	$ 25.0									
$14.9	$ 35.1	$ 0.8	$ 35.9					5.5		50.0		B	B
AND BELOW	33.4	0.7	34.1					5.5		50.0		5	E
	29.6	0.0	29.6					5.0	2.0	48.0	20.0	B	B
				$ 28.4				5.0		40.0		E	E
	27.1	0.4	27.5		$ 22.7	$ 26.7	$ 30.7	5.5	1.0	45.0	12.0	E	D
				25.3	19.0	24.8	30.7	5.0		45.0		E	E
	24.7	0.7	25.4		23.6	25.0	26.4	5.0	1.0	45.0		E	D
				24.0									
				18.2				5.0	2.0	43.0	20.0	B	B
NO. IN POS: 88													
$ 12.0 WT'D AVG:	$ 29.5	$ 0.5	$ 30.0	$ 24.7									

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER -- NONUNION

SCOPE AVG WKLY MEAT SALES ($THOU)	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX	WORK SCHEDULE/PAY PRACTICES # DYS.	# NTS.	# HRS.	# SUN.	SUN. PAY	HOL. PAY
NO SCOPE REPORTED	$ 37.2	$ 1.9	$ 39.1					5.0	1.0	40.0	12.0	E	E
	36.6	1.8	38.4					5.0	1.0	40.0	12.0	E	E
	35.8	1.8	37.6					5.0	1.0	40.0	12.0	E	E
				$ 35.6	$ 30.7	$ 33.3	$ 35.6	5.0		45.0	12.0	E	
	35.3	1.8	37.1					5.0	1.0	40.0	12.0	E	E
				34.4	29.6	32.2	34.4	5.0		45.0	12.0	E	
				33.8	29.1	30.9	33.8	5.0		45.0	12.0	E	
	32.8	1.9	34.7		24.1	30.3	36.5						
	32.8	1.9	34.7		24.1	30.3	36.5						
	32.5	1.9	34.4		24.1	30.3	36.5						
				31.6	27.8	29.4	31.6	5.0		45.0	12.0	E	
				30.9	27.8	29.4	30.9	5.0		45.0	12.0	E	E
	30.0	7.0	37.0										
	29.9	15.1	45.0					5.5		55.0	42.0	B	B
	29.9	28.1	58.0					5.5		55.0	42.0	B	B
	29.7	1.7	31.4		22.4	27.5	32.6						
	27.0	7.0	34.0										
				25.9									
	25.4	0.0	25.4		21.1	25.2	28.6	5.0	2.5	44.0		D	F
	25.0	6.0	31.0										
	24.2	0.0	24.2		21.1	25.2	28.6	5.0	2.5	44.0		D	F
	23.6	0.0	23.6		21.1	25.2	28.6	5.0	2.5	44.0		D	F
	22.9	0.0	22.9		21.1	25.2	28.6	5.0	2.5	44.0		D	F
				22.8				5.0	2.0	44.0	26.0	E	E
	22.1	0.0	22.1		21.1	25.2	28.6	5.0	2.5	44.0		D	F
	21.4	0.0	21.4		21.1	25.2	28.6	5.0	2.5	44.0		D	F
NO. IN POS: 928 WT'D AVG:	$ 27.8	$ 2.4	$ 30.2	$ 23.0									
NO. IN POS: 1988 $ 34.7 POSITION AVG:	$ 28.9	$ 1.7	$ 30.6	$ 24.5									

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.03	1.19
Bonus Co's Total Comp	------	0.07	1.19
Nonbonus Co's Salary	-.-.-.	0.42	1.14

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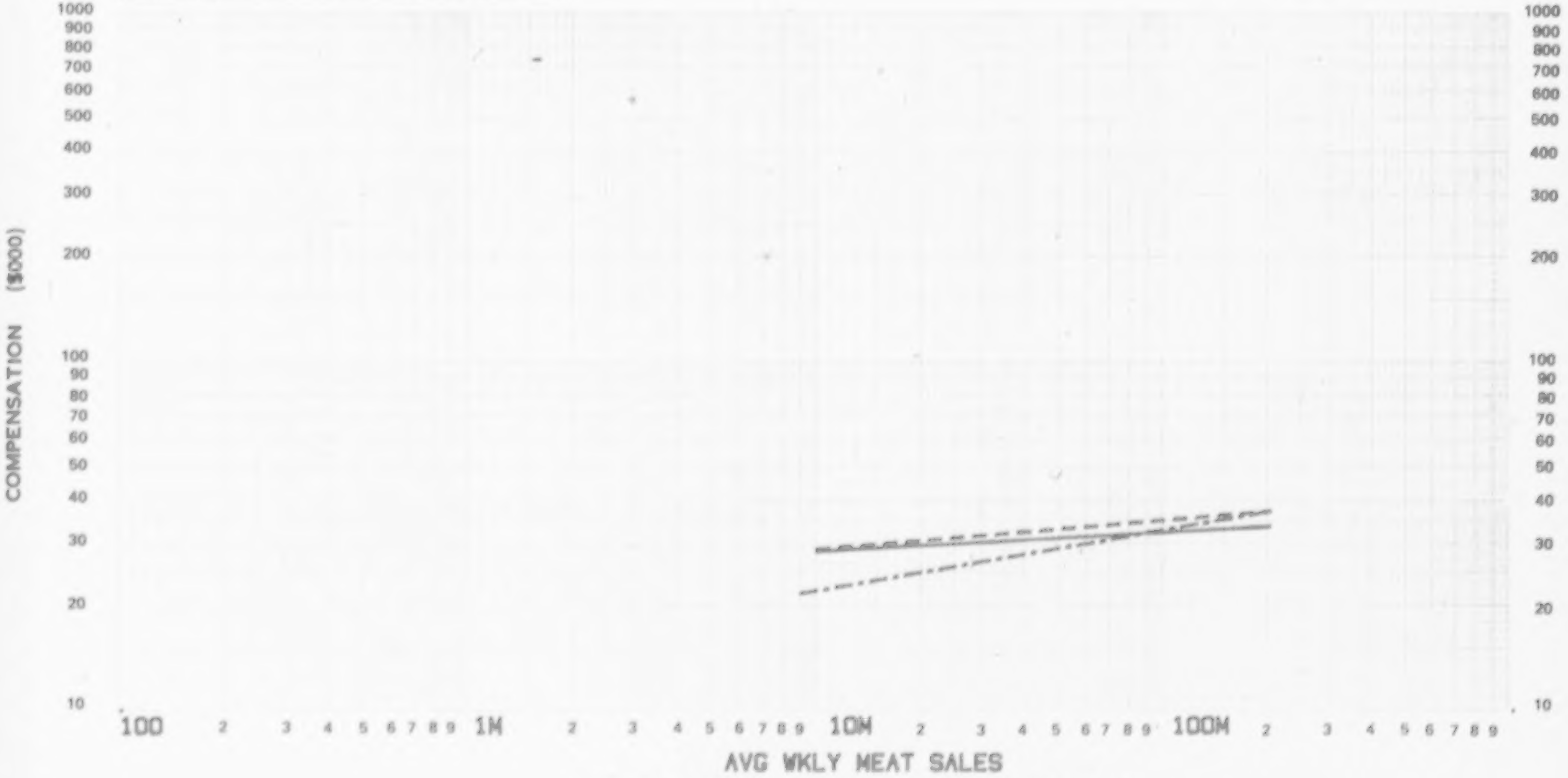
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT

MANAGER -- NONUNION

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2500.0 AND ABOVE	VICE PRESIDENT	$ 83.0	$ 8.3	$ 91.3		$ 66.0	$ 83.0	$100.0
		81.9	29.0	110.9				
	GROUP EXEC.	81.0	12.5	93.5		61.7	77.1	96.4
	DIV. V.P./MGR.	78.7	12.9	91.6		63.2	78.9	94.8
	GROUP EXEC.	78.3	8.0	86.3		61.7	77.1	96.4
	DIV. V.P./MGR.	72.3	9.1	81.4		58.3	72.7	87.2
	DIV. V.P./MGR.	72.2	11.0	83.2		60.1	75.1	90.1
	DIV. V.P./MGR.	71.7	13.1	84.8		65.1	81.3	97.6
	DIV. V.P./MGR.	58.0	8.4	66.4		52.8	70.4	88.0
	VICE PRESIDENT	56.7	10.4	67.1		55.4	68.5	81.5
	MANAGER				$ 53.0	39.4	50.2	61.0
	VICE PRESIDENT	49.6	6.9	56.5		46.0	51.7	57.2
	NO IN POSITION: 49							
$ 8389.9	WEIGHTED GROUP AVG:	$ 66.5	$ 9.8	$ 76.3	$ 53.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT	$ 77.3	$ 12.9	$ 90.2		$ 60.5	$ 80.5	$105.5
TO	C.O.O.	67.0	22.0	89.0				
$1000.0	ASST. V.P./DIR	64.2	20.5	84.7		58.9	72.8	86.6
	SENIOR V.P.	62.1	0.0	62.1		62.3	73.3	84.3
	VICE PRESIDENT	58.2	0.0	58.2		62.3	73.3	84.3
	VICE PRESIDENT	55.7	15.6	71.3		50.2	62.8	75.4
		48.0	9.6	57.6				
	NO IN POSITION: 9							
$ 1363.0	WEIGHTED GROUP AVG:	$ 63.8	$ 12.6	$ 76.4				
$999.9	SENIOR V.P.	$ 57.3	$ 3.7	$ 61.0				
AND BELOW	ASST. V.P./DIR	56.4	3.3	59.7				
	C.O.O.	55.9	15.0	70.9				
	VICE PRESIDENT				$ 54.0			
	VICE PRESIDENT	50.0	9.5	59.5		$ 46.2	$ 56.6	$ 67.0
	C.O.O.	44.9	4.6	49.5				
	VICE PRESIDENT	44.0	4.0	48.0				
	SENIOR V.P.	42.6	3.3	45.9				
	VICE PRESIDENT	41.0	8.2	49.2		33.2	41.4	49.8
	EXEC. V.P.				30.0			
	NO IN POSITION: 13							
$ 528.7	WEIGHTED GROUP AVG:	$ 51.3	$ 5.7	$ 57.0	$ 42.0			
	NO IN POSITION: 71							
$ 6059.8	POSITION AVERAGE:	$ 63.5	$ 9.5	$ 73.0	$ 49.9			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.45	1.18
Bonus Co's Total Comp	- - - - - -	0.44	1.21
Nonbonus Co's Salary	-.-.-.		

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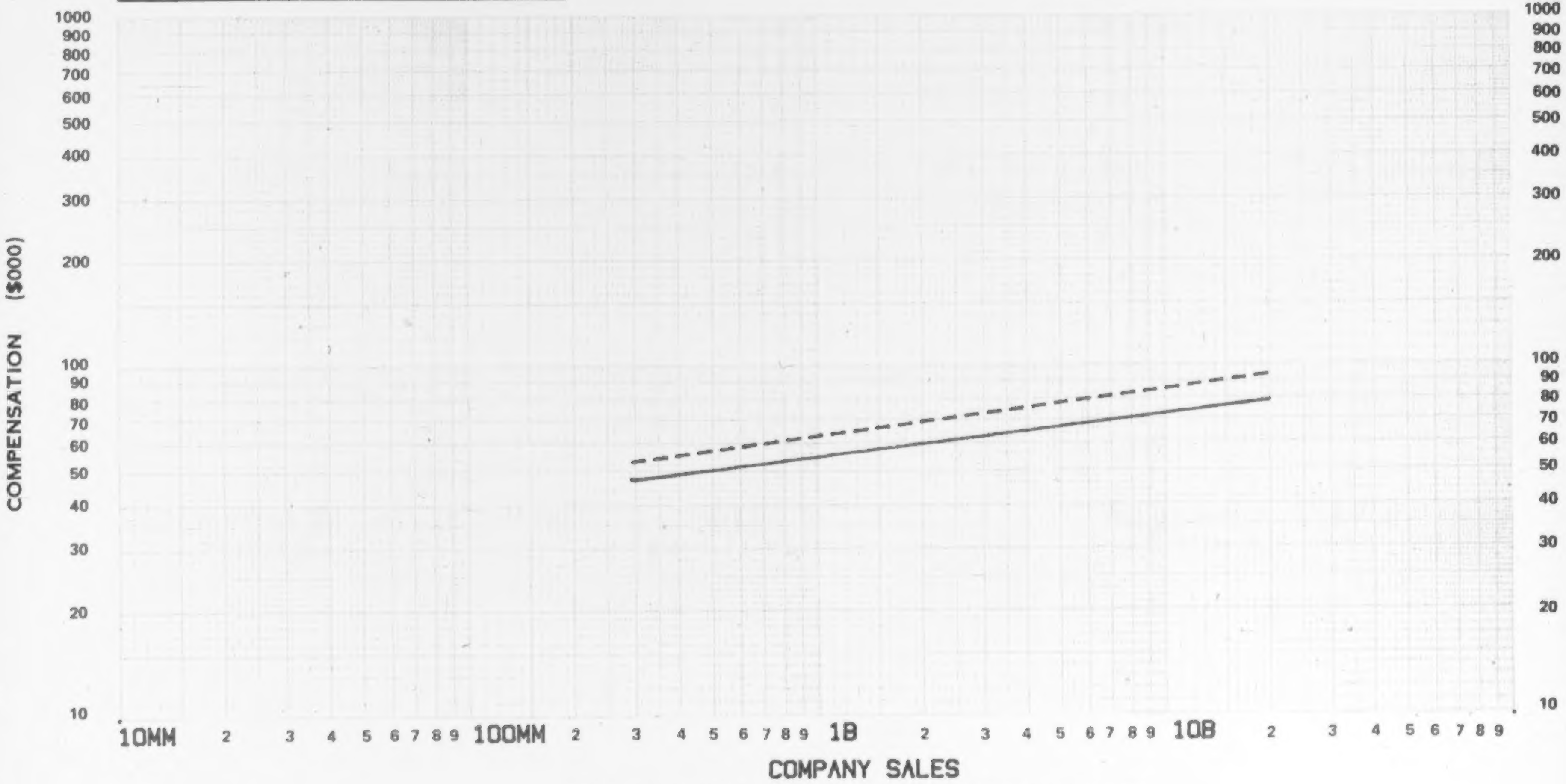
1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
450.0 AND ABOVE	GROUP EXEC.	$ 81.0	$ 12.5	$ 93.5		$ 61.7	$ 77.1	$ 96.4
	DIV. V.P./MGR.	78.7	12.9	91.6		63.2	78.9	94.8
	GROUP EXEC.	78.3	8.0	86.3		61.7	77.1	96.4
	DIV. V.P./MGR.	72.3	9.1	81.4		58.3	72.7	87.2
	DIV. V.P./MGR.	72.2	11.0	83.2		60.1	75.1	90.1
	DIV. V.P./MGR.	71.7	13.1	84.8		65.1	81.3	97.6
	C.O.O.	67.0	22.0	89.0				
	VICE PRESIDENT	58.2	0.0	58.2		62.3	73.3	84.3
	VICE PRESIDENT	56.7	10.4	67.1		55.4	68.5	81.5
	VICE PRESIDENT	50.0	9.5	59.5		46.2	56.6	67.0
		48.0	9.6	57.6				
	NO IN POSITION:	26						
663.8	WEIGHTED GROUP AVG:	$ 71.2	$ 10.6	$ 81.8				

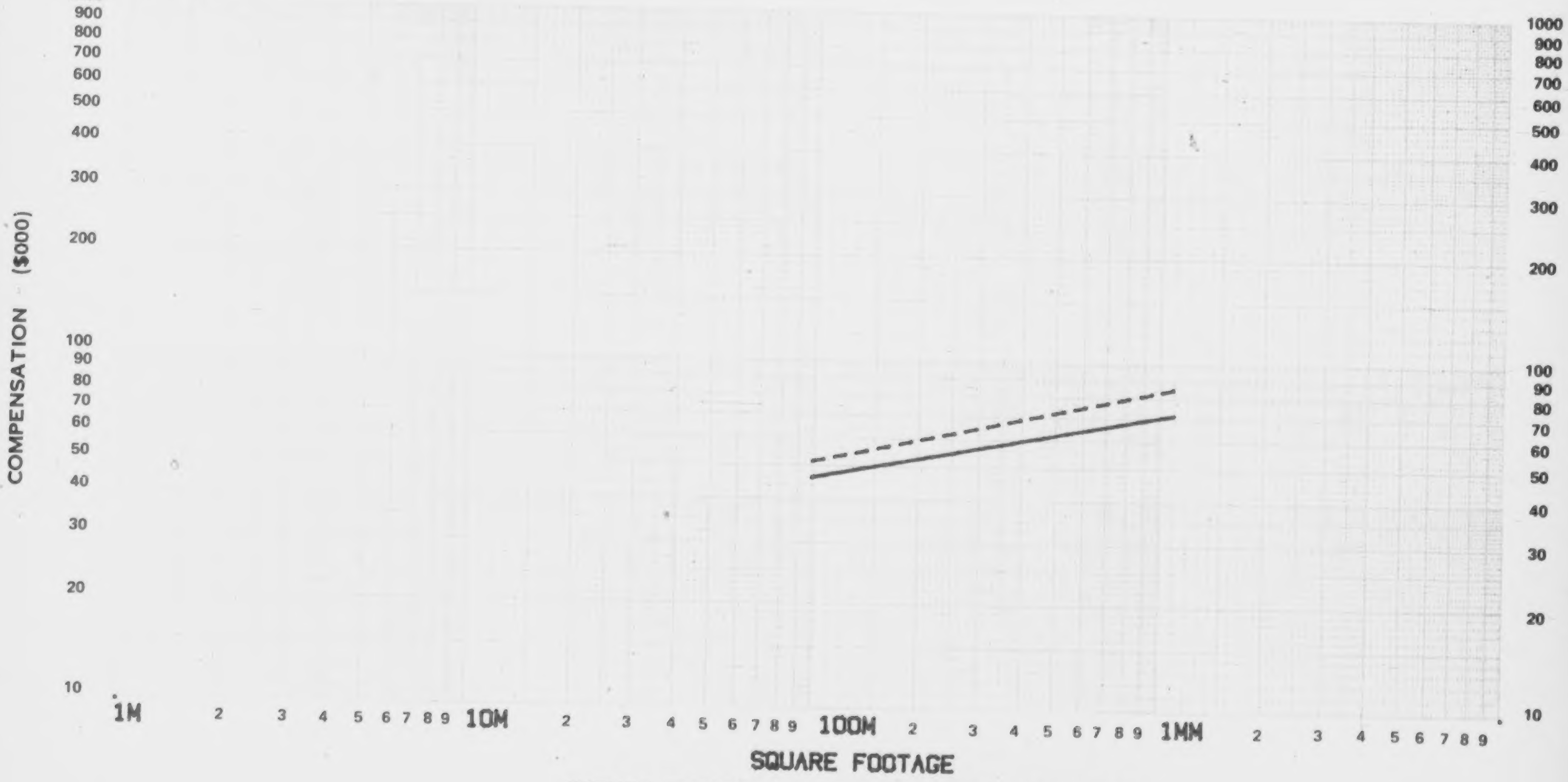
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
449.9 AND BELOW	VICE PRESIDENT	$ 83.0	$ 8.3	$ 91.3		$ 66.0	$ 83.0	$100.0
	ASST. V.P./DIR	64.2	20.5	84.7		58.9	72.8	86.6
	DIV. V.P./MGR.	58.0	8.4	66.4		52.8	70.4	88.0
	SENIOR V.P.	57.3	3.7	61.0				
	ASST. V.P./DIR	56.4	3.3	59.7				
	C.O.O.	55.9	15.0	70.9				
	VICE PRESIDENT	55.7	15.6	71.3		50.2	62.8	75.4
	MANAGER				$ 53.0	39.4	50.2	61.0
	C.O.O.	44.9	4.6	49.5				
	SENIOR V.P.	42.6	3.3	45.9				
	EXEC. V.P.				30.0			
	NO IN POSITION: 32							
319.0	WEIGHTED GROUP AVG:	$ 59.0	$ 8.6	$ 67.6	$ 49.2			
NO SCOPE REPORTED		$ 81.9	$ 29.0	$110.9				
	VICE PRESIDENT	77.3	12.9	90.2		$ 60.5	$ 80.5	$105.5
	SENIOR V.P.	62.1	0.0	62.1		62.3	73.3	84.3
	VICE PRESIDENT				$ 54.0			
	VICE PRESIDENT	49.6	6.9	56.5		46.0	51.7	57.2
	VICE PRESIDENT	44.0	4.0	48.0				
	VICE PRESIDENT	41.0	8.2	49.2		33.2	41.4	49.8
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 56.8	$ 9.0	$ 65.8	$ 54.0			
	NO IN POSITION: 71							
$ 473.5	POSITION AVERAGE:	$ 63.5	$ 9.5	$ 73.0	$ 49.9			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.23	1.20
Bonus Co's Total Comp	------	0.28	1.21
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #48 - WAREHOUSE MANAGER (W/TRANSPORTATION)

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE COMPANY SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$2500.0 AND ABOVE	EXEC. V.P.	$ 85.2	$ 19.5	$104.7		$ 69.0	$ 86.2	$103.5
	SENIOR V.P.	82.3	8.5	90.8		54.7	68.4	82.1
		81.1	12.5	93.6		54.2	67.8	81.3
		74.2	12.9	87.1		43.3	56.3	69.3
		70.8	12.0	82.8		43.3	56.3	69.3
		70.0	9.5	79.5		45.9	59.5	73.1
		63.1	12.5	75.6		43.3	56.3	69.3
	VICE PRESIDENT	62.4	17.6	80.0		48.0	59.5	70.9
	EXEC. V.P.	61.2	0.0	61.2				
	VICE PRESIDENT	59.0	13.2	72.2		44.9	58.2	69.2
	VICE PRESIDENT	55.3	10.4	65.7		55.4	68.5	81.5
	MANAGER	44.9	1.3	46.2		38.9	51.8	64.8
	NO IN POSITION:	29						
$ 6361.0	WEIGHTED GROUP AVG:	$ 59.9	$ 8.9	$ 68.8				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2499.9	VICE PRESIDENT	$ 60.0	$ 0.0	$ 60.0		$ 47.2	$ 61.4	$ 75.5
TO	GROUP EXEC.				$ 57.3	51.5	66.7	81.9
$1500.0	SENIOR V.P.				56.5	53.1	65.6	78.1
	GROUP EXEC.				55.7	42.6	55.5	68.4
	VICE PRESIDENT	54.0	6.1	60.1		54.0	67.4	80.9
	VICE PRESIDENT	54.0	6.8	60.8		54.0	67.4	80.9
	MANAGER	52.8	10.0	62.8				
	VICE PRESIDENT	50.4	10.0	60.4				
	DIV. V.P./MGR.	48.7	8.5	57.2		46.8	57.1	67.4
	DIV. V.P./MGR.				45.3	43.8	53.6	63.5
	DIV. V.P./MGR.				43.5	34.9	41.9	48.9
	ASST. V.P./DIR	42.5	2.7	45.2		32.2	42.9	53.6
	ASST. V.P./DIR	42.5	1.5	44.0				
	ASST. V.P./DIR	42.0	0.0	42.0		40.7	50.8	61.0
	DIV. V.P./MGR.				40.5	34.9	41.9	48.9
	DIV. V.P./MGR.				40.0	30.8	36.9	43.1
	DIV. V.P./MGR.				40.0	34.9	41.9	48.9
	DIV. V.P./MGR.				37.3	30.8	36.9	43.1
	DIV. V.P./MGR.				35.0	34.9	41.9	48.9
	DIV. V.P./MGR.				33.0	30.8	36.9	43.1
	DIV. V.P./MGR.				32.5	34.9	41.9	48.9
	DIV. V.P./MGR.				32.5	34.9	41.9	48.9
	NO IN POSITION: 69							
$ 2122.9	WEIGHTED GROUP AVG:	$ 44.3	$ 2.6	$ 46.9	$ 44.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1499.9	GROUP EXEC.	$ 63.0	$ 11.1	$ 74.1		$ 54.9	$ 68.0	$ 82.5
TO	VICE PRESIDENT	62.1	17.6	79.7		50.2	62.8	75.4
$775.0	VICE PRESIDENT	59.4	9.1	68.5		44.2	54.3	64.3
	SENIOR V.P.	53.3	0.0	53.3		62.3	73.3	84.3
	DIST.MANAGER	48.1	3.6	51.7		39.9	50.2	60.5
		48.0	7.7	55.7				
	ASST. V.P./DIR	44.5	0.0	44.5				
	ASST. V.P./DIR	44.5	8.5	53.0		41.4	50.7	60.0
	VICE PRESIDENT	43.5	5.1	48.6				
	VICE PRESIDENT	41.0	8.2	49.2		33.2	41.4	49.8
	VICE PRESIDENT	40.6	2.9	43.5				
	VICE PRESIDENT	40.6	6.0	46.6				
	VICE PRESIDENT	39.7	0.0	39.7		31.3	36.8	42.3
	NO IN POSITION:	24						
$ 957.4	WEIGHTED GROUP AVG:	$ 47.2	$ 4.9	$ 52.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$774.9 AND BELOW	SENIOR V.P.	$ 70.0	$ 0.0	$ 70.0				
	VICE PRESIDENT	60.2	0.0	60.2		$ 46.8	$ 58.4	$ 70.1
	VICE PRESIDENT	56.2	0.0	56.2		46.8	58.4	70.1
	VICE PRESIDENT				$ 53.0	41.6	49.9	59.8
	VICE PRESIDENT	52.3	0.0	52.3		46.8	58.4	70.1
	VICE PRESIDENT	46.9	0.0	46.9		46.8	58.4	70.1
	VICE PRESIDENT	45.6	0.0	45.6		36.1	46.0	55.9
	MANAGER				43.2			
	VICE PRESIDENT	42.1	6.3	48.4		33.9	42.7	51.6
	VICE PRESIDENT	41.7	0.0	41.7		36.1	46.0	55.9
	VICE PRESIDENT	40.7	0.0	40.7		36.1	46.0	55.9
	VICE PRESIDENT	40.7	0.0	40.7		36.1	46.0	55.9
	VICE PRESIDENT				31.8	22.5	31.0	39.4
	NO IN POSITION: 30							
$ 566.0	WEIGHTED GROUP AVG:	$ 49.6	$ 0.7	$ 50.3	$ 35.1			
	NO IN POSITION: 152							
$ 2440.2	POSITION AVERAGE:	$ 49.3	$ 4.5	$ 53.8	$ 39.5			

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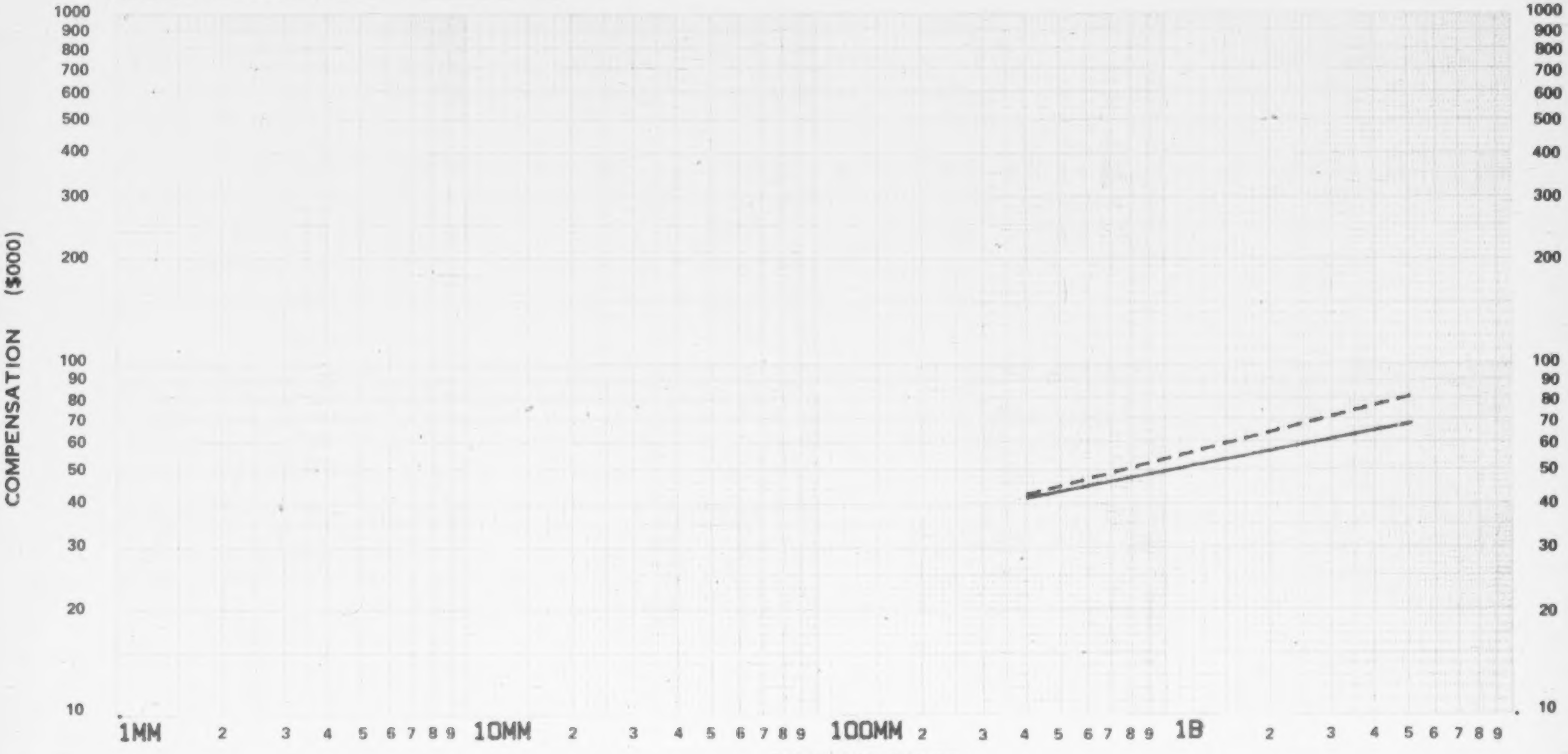
1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.36	1.19
Bonus Co's Total Comp	- - - - - -	0.43	1.22
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
500.0 AND ABOVE	GROUP EXEC.	$ 63.0	$ 11.1	$ 74.1		$ 54.9	$ 68.0	$ 82.5
	VICE PRESIDENT	62.1	17.6	79.7		50.2	62.8	75.4
	VICE PRESIDENT	60.2	0.0	60.2		46.8	58.4	70.1
	VICE PRESIDENT	55.3	10.4	65.7		55.4	68.5	81.5
	VICE PRESIDENT	50.4	10.0	60.4				
		48.0	7.7	55.7				
	MANAGER	44.9	1.3	46.2		38.9	51.8	64.8
	ASST. V.P./DIR	44.5	8.5	53.0		41.4	50.7	60.0
	VICE PRESIDENT	43.5	5.1	48.6				
	ASST. V.P./DIR	42.5	1.5	44.0				
	VICE PRESIDENT				$ 31.8	22.5	31.0	39.4
	NO IN POSITION: 75							
608.8	WEIGHTED GROUP AVG:	$ 44.8	$ 2.7	$ 47.5	$ 31.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
499.9		$ 63.1	$ 12.5	$ 75.6		$ 43.3	$ 56.3	$ 69.3
TO	VICE PRESIDENT	62.4	17.6	80.0		48.0	59.5	70.9
300.0	VICE PRESIDENT	60.0	0.0	60.0		47.2	61.4	75.5
	SENIOR V.P.				$ 56.5	53.1	65.6	78.1
	VICE PRESIDENT	56.2	0.0	56.2		46.8	58.4	70.1
	VICE PRESIDENT	54.0	6.1	60.1		54.0	67.4	80.9
	SENIOR V.P.	53.3	0.0	53.3		62.3	73.3	84.3
	DIV. V.P./MGR.	48.7	8.5	57.2		46.8	57.1	67.4
	DIST.MANAGER	48.1	3.6	51.7		39.9	50.2	60.5
	VICE PRESIDENT	46.9	0.0	46.9		46.8	58.4	70.1
	VICE PRESIDENT	45.6	0.0	45.6		36.1	46.0	55.9
	DIV. V.P./MGR.				45.3	43.8	53.6	63.5
	VICE PRESIDENT	42.1	6.3	48.4		33.9	42.7	51.6
	DIV. V.P./MGR.				40.0	34.9	41.9	48.9
	NO IN POSITION:	20						
369.9	WEIGHTED GROUP AVG:	$ 53.5	$ 5.7	$ 59.2	$ 49.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
299.9 AND BELOW	EXEC. V.P.	$ 85.2	$ 19.5	$104.7		$ 69.0	$ 86.2	$103.5
		81.1	12.5	93.6		54.2	67.8	81.3
		74.2	12.9	87.1		43.3	56.3	69.3
		70.8	12.0	82.8		43.3	56.3	69.3
		70.0	9.5	79.5		45.9	59.5	73.1
	SENIOR V.P.	70.0	0.0	70.0				
	VICE PRESIDENT	59.0	13.2	72.2		44.9	58.2	69.2
	VICE PRESIDENT	54.0	6.8	60.8		54.0	67.4	80.9
	VICE PRESIDENT	52.3	0.0	52.3		46.8	58.4	70.1
	ASST. V.P./DIR	44.5	0.0	44.5				
	DIV. V.P./MGR.				$ 43.5	34.9	41.9	48.9
	MANAGER				43.2			
	ASST. V.P./DIR	42.0	0.0	42.0		40.7	50.8	61.0
	VICE PRESIDENT	41.7	0.0	41.7		36.1	46.0	55.9
	VICE PRESIDENT	40.7	0.0	40.7		36.1	46.0	55.9
	VICE PRESIDENT	40.7	0.0	40.7		36.1	46.0	55.9
	VICE PRESIDENT	40.6	6.0	46.6				
	DIV. V.P./MGR.				40.5	34.9	41.9	48.9
	DIV. V.P./MGR.				40.0	30.8	36.9	43.1
	VICE PRESIDENT	39.7	0.0	39.7		31.3	36.8	42.3
	DIV. V.P./MGR.				37.3	30.8	36.9	43.1
	DIV. V.P./MGR.				35.0	34.9	41.9	48.9
	DIV. V.P./MGR.				33.0	30.8	36.9	43.1
	DIV. V.P./MGR.				32.5	34.9	41.9	48.9
	DIV. V.P./MGR.				32.5	34.9	41.9	48.9
	NO IN POSITION: 37							
155.0	WEIGHTED GROUP AVG:	$ 56.3	$ 6.6	$ 62.9	$ 38.9			

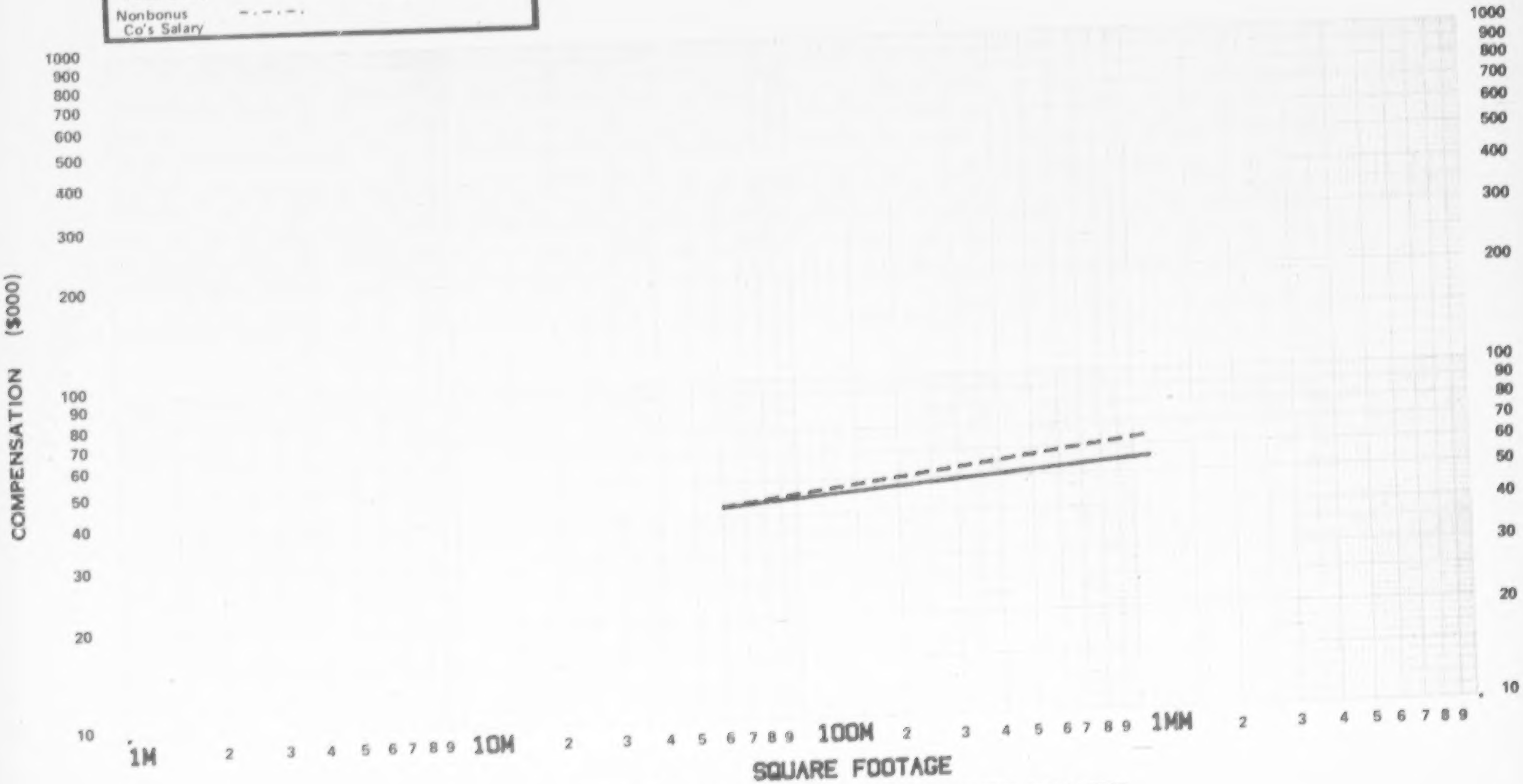
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	SENIOR V.P.	$ 82.3	$ 8.5	$ 90.8		$ 54.7	$ 68.4	$ 82.1
	EXEC. V.P.	61.2	0.0	61.2				
	VICE PRESIDENT	59.4	9.1	68.5		44.2	54.3	64.3
	GROUP EXEC.				$ 57.3	51.5	66.7	81.9
	GROUP EXEC.				55.7	42.6	55.5	68.4
	VICE PRESIDENT				53.0	41.6	49.9	59.8
	MANAGER	52.8	10.0	62.8				
	ASST. V.P./DIR	42.5	2.7	45.2		32.2	42.9	53.6
	VICE PRESIDENT	41.0	8.2	49.2		33.2	41.4	49.8
	VICE PRESIDENT	40.6	2.9	43.5				
	NO IN POSITION: 20							
	WEIGHTED GROUP AVG:	$ 51.0	$ 6.8	$ 57.8	$ 55.8			
	NO IN POSITION: 152							
445.4	POSITION AVERAGE:	$ 49.3	$ 4.5	$ 53.8	$ 39.5			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.18	1.18
Bonus Co's Total Comp	- - - - - -	0.27	1.20
Nonbonus Co's Salary	-·-·-·		



SURVEY POSITION #50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

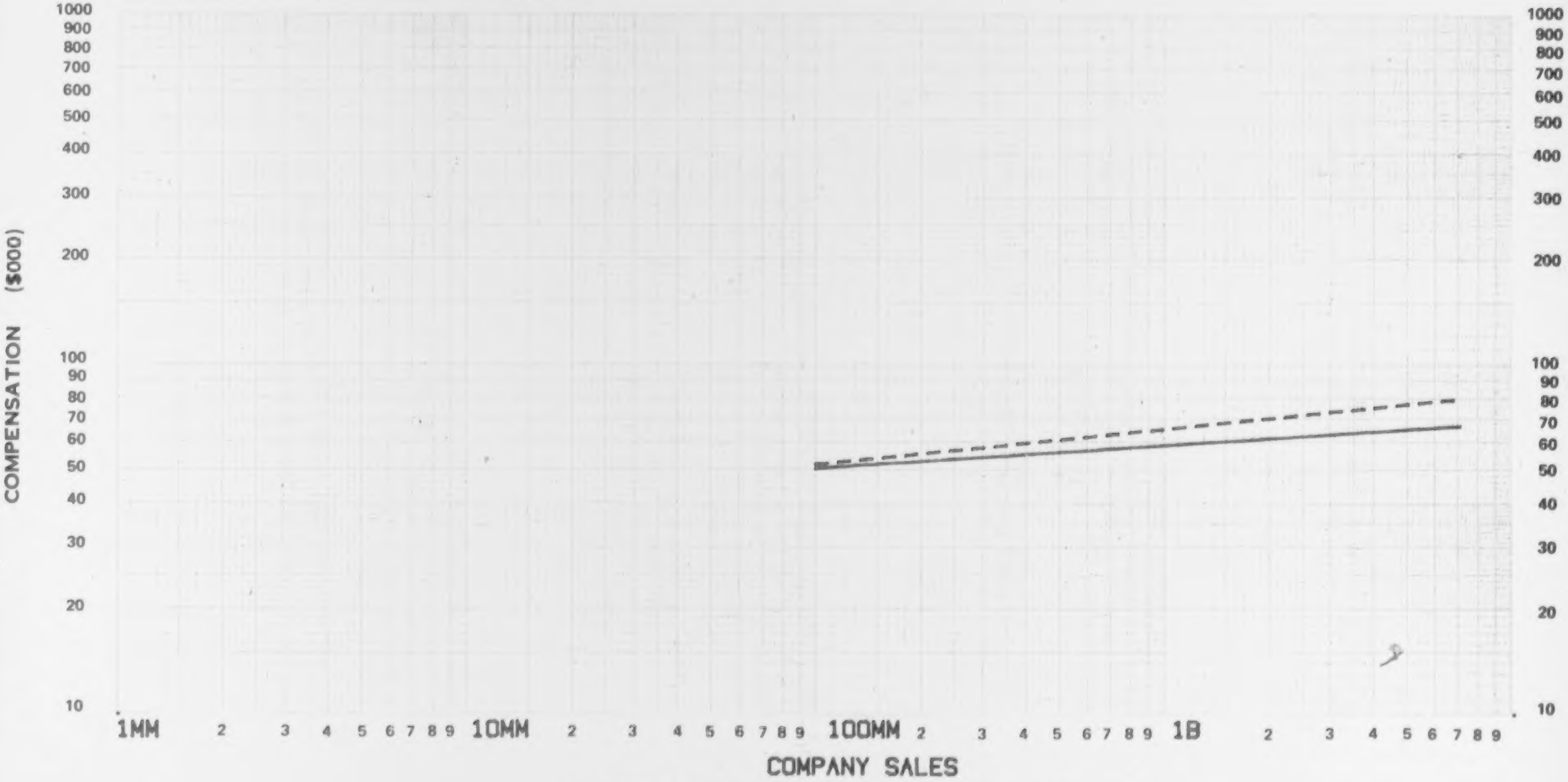
Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1500.0 AND ABOVE	SENIOR V.P.	$ 85.0	$ 12.8	$ 97.8				
	DIV. V.P./MGR.	79.0	24.4	103.4		$ 62.7	$ 80.0	$ 97.2
		78.0	15.0	93.0				
	CEO/PRESIDENT	76.9	51.1	128.0		60.2	75.3	90.3
	VICE PRESIDENT	74.4	10.0	84.4				
	SENIOR V.P.	63.0	15.9	78.9		62.4	77.3	92.2
	SENIOR V.P.	60.7	10.0	70.7				
	SENIOR V.P.	60.6	5.6	66.2		43.9	54.9	65.9
	VICE PRESIDENT	59.0	0.0	59.0				
	VICE PRESIDENT	58.7	20.4	79.1		62.4	77.2	92.2
	VICE PRESIDENT	57.2	0.0	57.2		52.0	67.6	83.2
	VICE PRESIDENT				$ 56.1	43.8	56.9	70.0
	VICE PRESIDENT	50.0	7.1	57.1		40.3	53.7	67.1
	NO IN POSITION:	13						
$ 3257.1	WEIGHTED GROUP AVG:	$ 66.9	$ 14.3	$ 81.2	$ 56.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

SCOPE COMu&Y SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1499.9 AND BELOW	GROUP EXEC.	$ 73.6	$ 0.0	$ 73.6		$ 56.6	$ 70.7	$ 84.9
	SENIOR V.P.	68.0	0.0	68.0				
	CEO/PRESIDENT	64.8	3.7	68.5		51.3	64.1	77.0
		64.0	12.8	76.8				
	ASST. V.P./DIR	60.9	4.5	65.4				
	SENIOR V.P.	60.6	0.0	60.6		47.1	58.9	70.7
	EXEC. V.P.				$ 59.5	46.8	57.2	67.9
		58.1	2.0	60.1				
	VICE PRESIDENT	57.8	19.1	76.9				
	C.O.O.	55.9	0.0	55.9				
	CEO/PRESIDENT	55.4	25.7	81.1				
	SENIOR V.P.	55.1	5.0	60.1				
	MANAGER	54.5	2.2	56.7		36.6	45.8	55.0
	VICE PRESIDENT	52.3	4.5	56.8				
	EXEC. V.P.	52.0	4.4	56.4				
	EXEC. V.P.	51.1	3.8	54.9		38.3	47.4	56.6
	C.O.O.				50.0			
	ASST. V.P./DIR	49.4	15.0	64.4				
	VICE PRESIDENT	46.8	11.8	58.6		31.1	46.0	55.9
	SENIOR V.P.	44.0	0.0	44.0				
	EXEC. V.P.				42.0	32.0	39.3	46.5
	NO IN POSITION: 21							
$ 664.3	WEIGHTED GROUP AVG:	$ 56.9	$ 6.4	$ 63.3	$ 50.5			
	NO IN POSITION: 34							
$ 1655.7	POSITION AVERAGE:	$ 60.9	$ 9.6	$ 70.5	$ 51.9			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.17	1.15
Bonus Co's Total Comp	------	0.26	1.18
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #51 - PHARMACY DIRECTOR

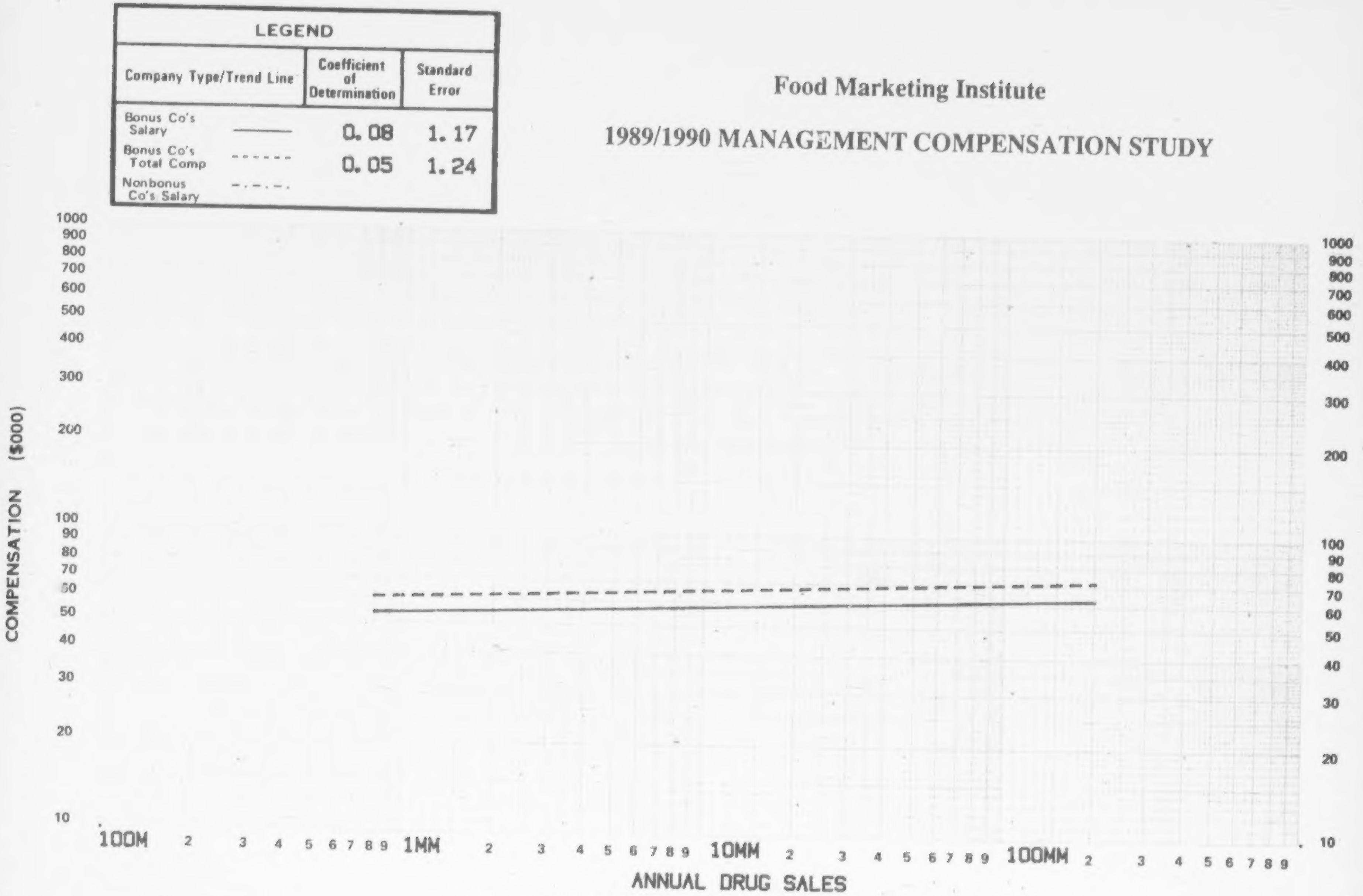
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND ABOVE	SENIOR V.P.	$ 85.0	$ 12.8	$ 97.8				
	DIV. V.P./MGR.	79.0	24.4	103.4		$ 62.7	$ 80.0	$ 97.2
	SENIOR V.P.	68.0	0.0	68.0				
	ASST. V.P./DIR	60.9	4.5	65.4				
	SENIOR V.P.	60.7	10.0	70.7				
	EXEC. V.P.				$ 59.5	46.8	57.2	67.9
	VICE PRESIDENT	58.7	20.4	79.1		62.4	77.2	92.2
	VICE PRESIDENT				56.1	43.8	56.9	70.0
	MANAGER	54.5	2.2	56.7		36.6	45.8	55.0
	EXEC. V.P.	52.0	4.4	56.4				
	EXEC. V.P.	51.1	3.8	54.9		38.3	47.4	56.6
	SENIOR V.P.	44.0	0.0	44.0				
	NO IN POSITION: 12							
$ 57.4	WEIGHTED GROUP AVG:	$ 61.4	$ 8.2	$ 69.6	$ 57.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

SCOPE ANNUAL DRUG SALES ($MIL)		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$14.9		$ 64.0	$ 12.8	$ 76.8				
AND BELOW	SENIOR V.P.	60.6	0.0	60.6		$ 47.1	$ 58.9	$ 70.7
		58.1	2.0	60.1				
	VICE PRESIDENT	57.8	19.1	76.9				
	C.O.O.	55.9	0.0	55.9				
	CEO/PRESIDENT	55.4	25.7	81.1				
	SENIOR V.P.	55.1	5.0	60.1				
	VICE PRESIDENT	52.3	4.5	56.8				
	C.O.O.				$ 50.0			
	ASST. V.P./DIR	49.4	15.0	64.4				
	EXEC. V.P.				42.0	32.0	39.3	46.5
	NO IN POSITION: 11							
$ 5.9	WEIGHTED GROUP AVG:	$ 56.5	$ 9.4	$ 65.9	$ 46.0			
NO SCOPE		$ 78.0	$ 15.0	$ 93.0				
REPORTED	CEO/PRESIDENT	76.9	51.1	128.0		$ 60.2	$ 75.3	$ 90.3
	VICE PRESIDENT	74.4	10.0	84.4				
	GROUP EXEC.	73.6	0.0	73.6		56.6	70.7	84.9
	CEO/PRESIDENT	64.8	3.7	68.5		51.3	64.1	77.0
	SENIOR V.P.	63.0	15.9	78.9		62.4	77.3	92.2
	SENIOR V.P.	60.6	5.6	66.2		43.9	54.9	65.9
	VICE PRESIDENT	59.0	0.0	59.0				
	VICE PRESIDENT	57.2	0.0	57.2		52.0	67.6	83.2
	VICE PRESIDENT	50.0	7.1	57.1		40.3	53.7	67.1
	VICE PRESIDENT	46.8	11.8	58.6		31.1	46.0	55.9
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 64.0	$ 11.0	$ 75.0				
	NO IN POSITION: 34							
$ 32.8	POSITION AVERAGE:	$ 60.9	$ 9.6	$ 70.5	$ 51.9			



LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.08	1.17
Bonus Co's Total Comp ------	0.05	1.24
Nonbonus Co's Salary -.-.-.		

SURVEY POSITION #51 - PHARMACY DIRECTOR

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	MANAGER				$ 53.0			
AND ABOVE	MANAGER				50.7	$ 30.9	$ 39.4	$ 47.8
	MANAGER				50.3	30.9	39.4	47.8
	MANAGER				48.7			
	MANAGER				48.1			
	MANAGER				47.8			
	MANAGER				45.8	41.3	45.7	47.8
	MANAGER				43.6			
	MANAGER				43.4			
	MANAGER				43.1			
	MANAGER				40.0			
	NO IN POSITION: 282							
$ 99.5	WEIGHTED GROUP AVG:				$ 49.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$19.9	MANAGER	$ 56.0	$ 0.2	$ 56.2				
AND BELOW					$ 54.0			
	MANAGER				54.0			
	MANAGER				50.8	$ 37.8	$ 45.7	$ 53.7
	ASST. V.P./DIR	50.4	0.0	50.4				
	MANAGER				48.8	30.9	39.4	47.8
	MANAGER				48.4	30.9	39.4	47.8
	ASST. V.P./DIR				46.5	40.5	46.5	50.7
	GROUP EXEC.				45.5			
	GROUP EXEC.				45.5			
	MANAGER	45.2	5.0	50.2				
	MANAGER	44.6	2.9	47.5				
	MANAGER	44.2	2.8	47.0		41.6	44.2	46.8
	MANAGER				44.0			
	MANAGER				43.7	34.2	42.7	51.2
	ASST. V.P./DIR	43.2	8.4	51.6				
	SENIOR V.P.	42.0	3.0	45.0				
	MANAGER				39.0			
	SENIOR V.P.				39.0	33.7	37.5	39.0
	SENIOR V.P.				39.0	33.7	37.5	39.0
	SENIOR V.P.				37.9	31.7	34.3	37.9
	SENIOR V.P.				36.9	31.8	35.3	36.9
	SENIOR V.P.				36.4	31.8	35.3	36.9
	MANAGER				36.0	33.0	37.0	41.0
	SENIOR V.P.				35.4	31.2	33.8	35.4
	NO IN POSITION: 375							
$ 13.2	WEIGHTED GROUP AVG:	$ 48.5	$ 2.8	$ 51.3	$ 44.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

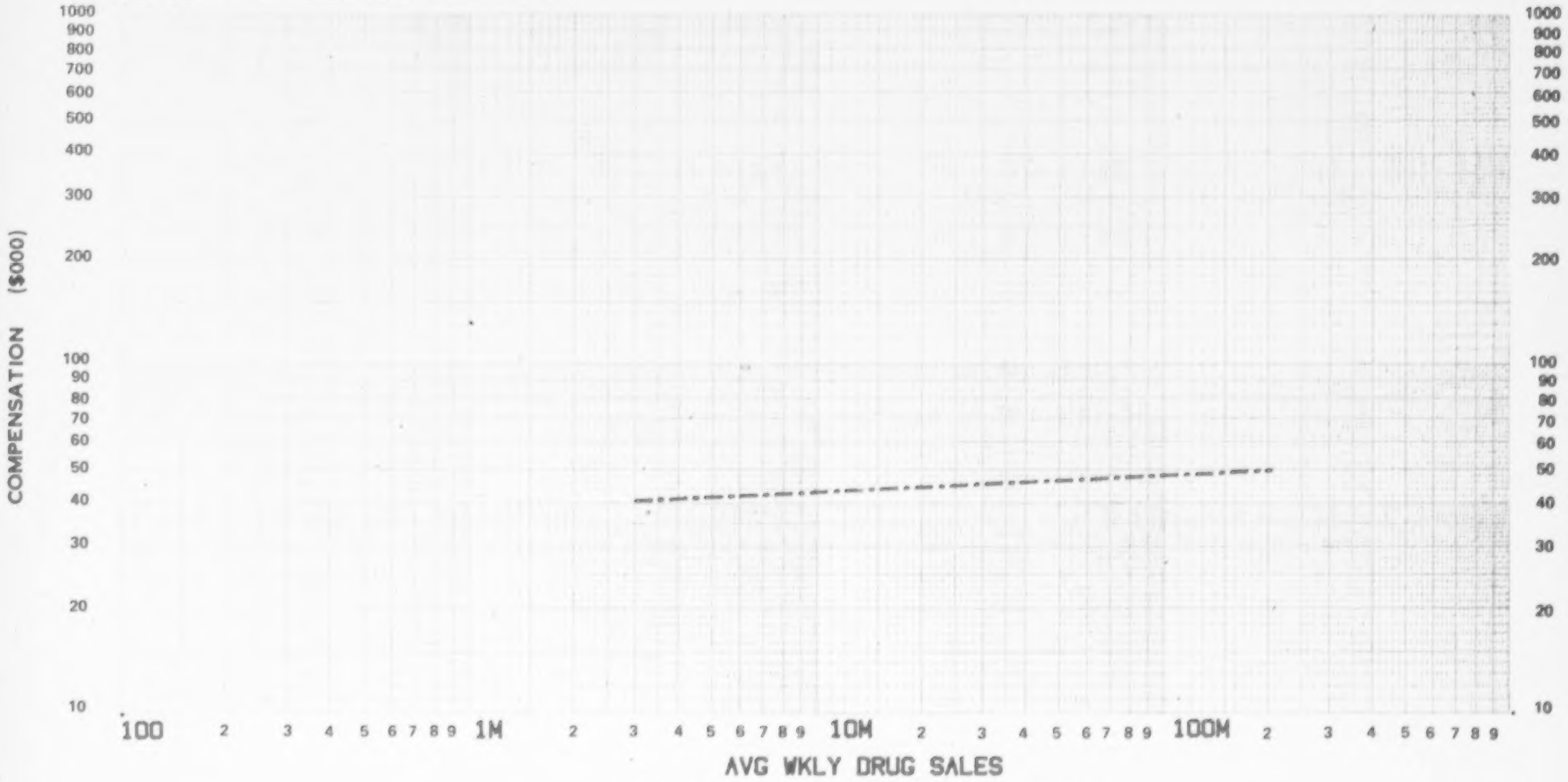
SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE REPORTED	DIST.MANAGER	$ 60.0	$ 3.8	$ 63.8				
	DIST.MANAGER	60.0	4.6	64.6				
	DIST.MANAGER	60.0	5.1	65.1				
	MANAGER	55.0	1.5	56.5		$ 41.9	$ 49.9	$ 56.8
	MANAGER	53.9	6.0	59.9				
	ASST. V.P./DIR	50.8	6.1	56.9		39.2	47.3	55.4
	MANAGER				$ 48.8			
	VICE PRESIDENT				46.2			
	ASST. V.P./DIR	44.9	2.5	47.4		36.7	44.2	53.1
	MANAGER	43.9	3.3	47.2				
	MANAGER				43.6			
	MANAGER	43.5	1.5	45.0				
	MANAGER	43.5	4.0	47.5				
	MANAGER	42.5	1.0	43.5				
	MANAGER	41.1	0.0	41.1				
	MANAGER	38.0	0.0	38.0				
	MANAGER	36.6	0.0	36.6				
	MANAGER	30.1	0.0	30.1		37.9	39.8	41.7
	NO IN POSITION: 708							
	WEIGHTED GROUP AVG:	$ 45.8	$ 2.5	$ 48.3	$ 45.2			
	NO IN POSITION: 1365							
$ 50.3	POSITION AVERAGE:	$ 46.6	$ 2.6	$ 49.2	$ 46.8			

NOTE: None of the incumbents surveyed act as Assistant Store Managers.

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-.-.-.	0.11	1.13



SURVEY POSITION #52 - PHARMACIST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$15.0 AND ABOVE	MANAGER				$ 49.4			
	MANAGER				47.1	$ 30.9	$ 39.4	$ 47.8
	MANAGER				47.1	30.9	39.4	47.8
	MANAGER				46.7	30.9	39.4	47.8
	MANAGER				46.0			
	MANAGER				45.5			
	MANAGER				45.5			
	GROUP EXEC.				43.4			
	SENIOR V.P.				37.4	33.7	37.5	39.0
	NO IN POSITION: 68							
$ 35.4	WEIGHTED GROUP AVG:				$ 46.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF
PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$14.9 AND BELOW	MANAGER				$ 46.4	$ 30.9	$ 39.4	$ 47.8
	MANAGER				45.5	34.9	42.1	49.2
	GROUP EXEC.				43.4			
	MANAGER				42.0			
	MANAGER				41.6			
	MANAGER				41.6			
	MANAGER				41.5			
	MANAGER				41.2	33.0	41.4	49.7
	MANAGER	$ 41.1	$ 6.0	$ 47.1				
	SENIOR V.P.				37.4	33.7	37.5	39.0
	SENIOR V.P.				36.4	33.7	37.5	39.0
	SENIOR V.P.				35.3	33.7	37.5	39.0
	SENIOR V.P.				34.8	33.7	37.5	39.0
	SENIOR V.P.				33.7	33.7	37.5	39.0
	MANAGER	12.5	0.0	12.5		11.0	12.5	14.0
	NO IN POSITION: 232							
$ 11.8	WEIGHTED GROUP AVG:	$ 37.5	$ 5.3	$ 42.8	$ 41.9			

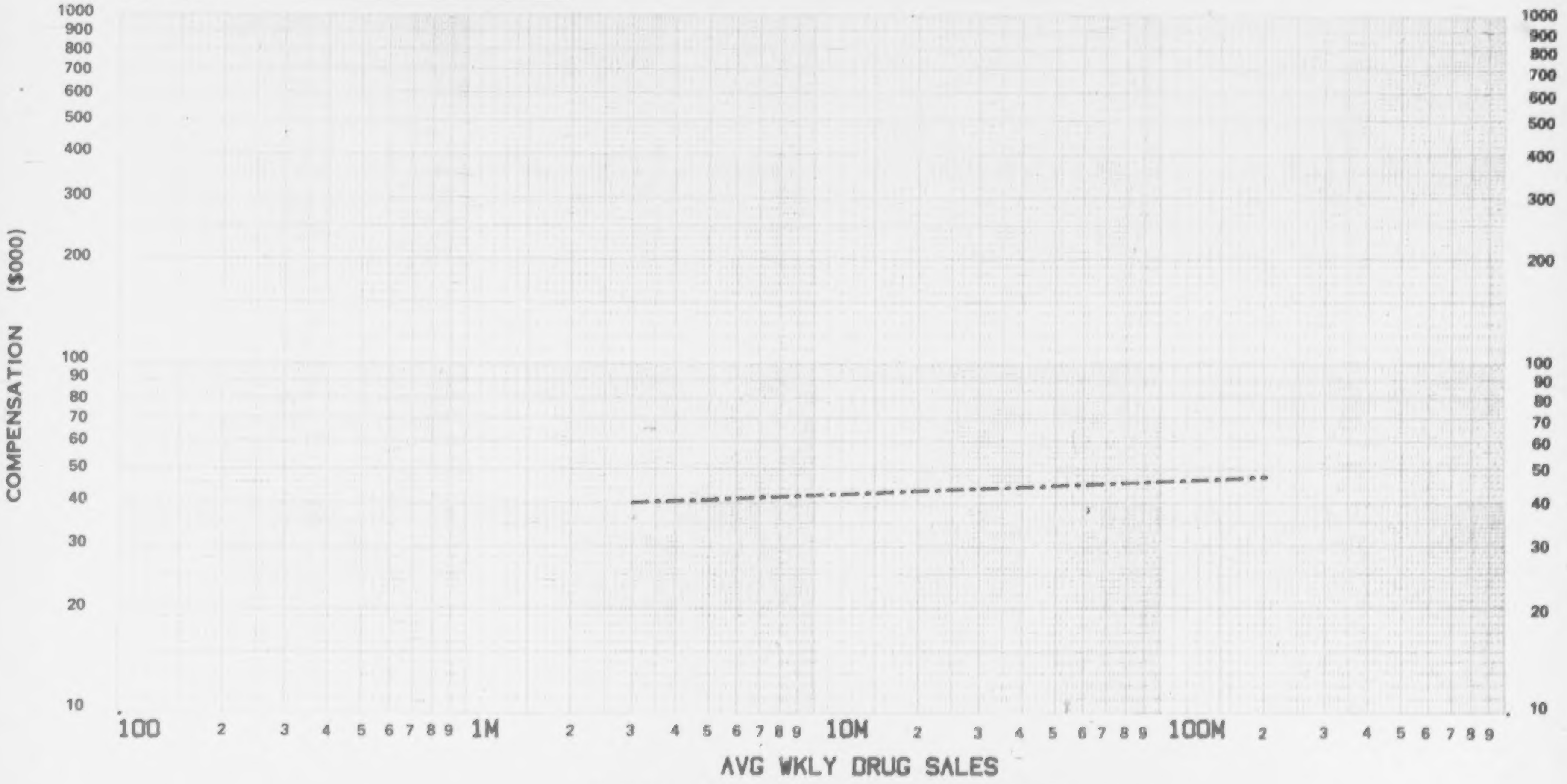
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	MANAGER				$ 52.4			
REPORTED	MANAGER	$ 52.0	$ 0.5	$ 52.5		$ 39.6	$ 47.0	$ 53.7
	MANAGER	52.0	0.8	52.8				
	MANAGER	52.0	0.8	52.8				
	MANAGER	52.0	0.8	52.8				
	MANAGER	45.3	2.3	47.6				
	MANAGER	45.3	2.3	47.6				
	MANAGER				45.1			
	MANAGER	42.9	1.0	43.9				
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	38.0	0.0	38.0				
	MANAGER	37.0	0.0	37.0				
	MANAGER				30.5			
	MANAGER	26.4	0.0	26.4		35.8	38.5	41.2
	NO IN POSITION: 437							
	WEIGHTED GROUP AVG:	$ 42.4	$ 0.6	$ 43.0	$ 51.4			
	NO IN POSITION: 737							
$ 17.1	POSITION AVERAGE:	$ 42.0	$ 1.0	$ 43.0	$ 45.0			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———		
Bonus Co's Total Comp - - - - - -		
Nonbonus Co's Salary -·-·-·-	0.14	1.09



SURVEY POSITION #53 - ASSISTANT/STAFF PHARMACIST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - TOP CONSUMER AFFAIRS EXECUTIVE

Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, and governmental agencies and the community.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	CEO/PRESIDENT				$107.5	$ 68.6	$ 85.8	$102.8
	SENIOR V.P.	$ 92.0	$ 0.0	$ 92.0		85.1	104.0	122.9
	CEO/PRESIDENT	87.8	16.0	103.8				
	CEO/PRESIDENT	78.7	37.1	115.8				
	VICE PRESIDENT	56.2	23.6	79.8		43.8	56.9	70.0
		54.0	5.0	59.0				
	SENIOR V.P.	52.4	0.0	52.4		47.2	61.4	75.5
	SENIOR V.P.				50.0	45.4	55.9	66.4
	SENIOR V.P.	48.1	6.2	54.3		41.0	46.0	51.0
	VICE PRESIDENT				32.1	27.2	32.0	36.8
	EXEC. V.P.	31.6	2.4	34.0		27.5	34.3	41.2
	NO IN POSITION: 11							
$ 2249.4	WEIGHTED GROUP AVG:	$ 62.6	$ 11.3	$ 73.9	$ 63.2			

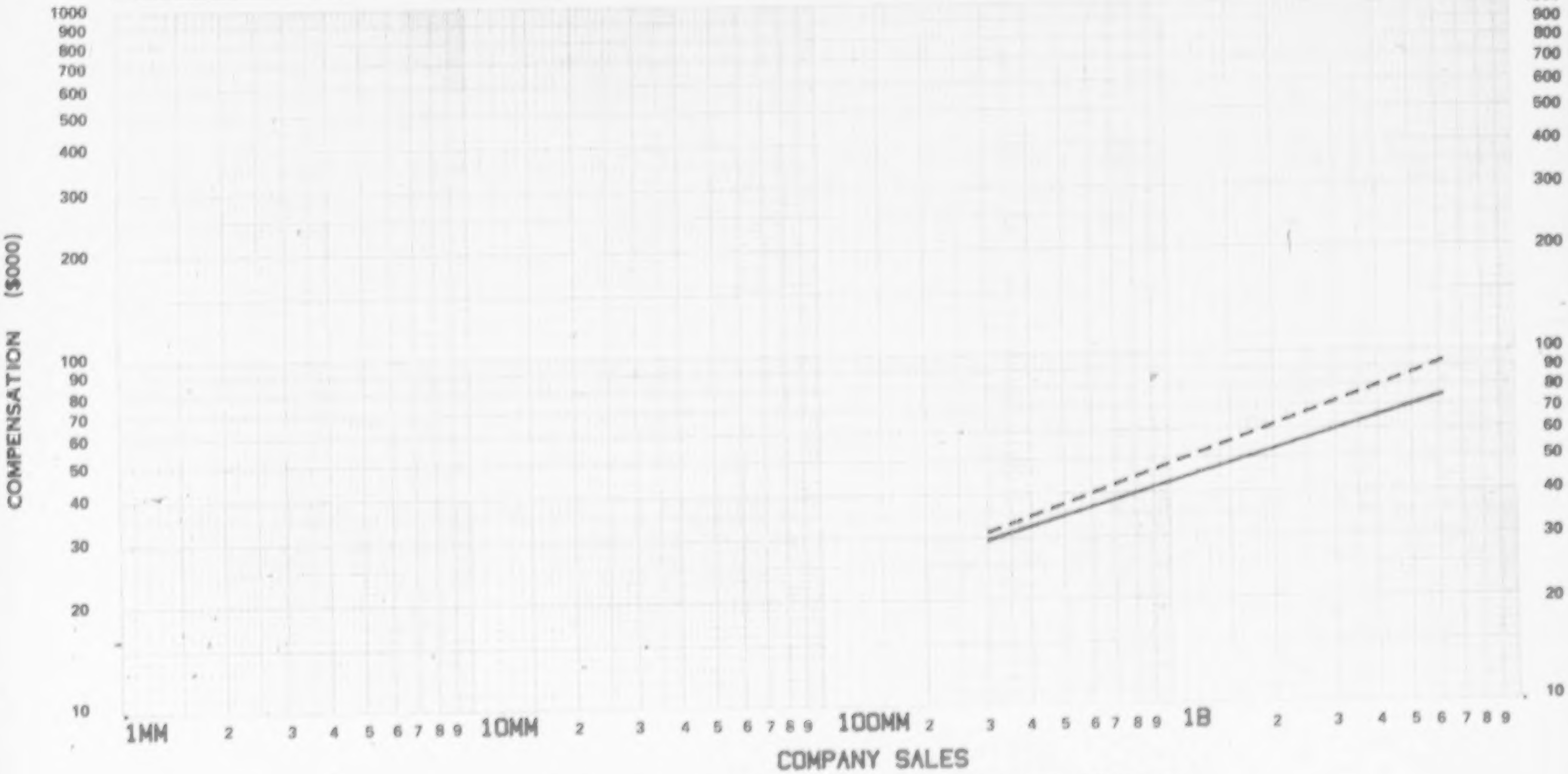
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 54 - TOP CONSUMER AFFAIRS
EXECUTIVE

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$999.9	C.O.O.	$ 53.0	$ 13.2	$ 66.2				
AND BELOW	VICE PRESIDENT				$ 45.0	$ 40.0	$ 51.5	$ 63.0
	BOARD OF DIR.	45.0	2.0	47.0				
	CEO/PRESIDENT	45.0	5.0	50.0				
	VICE PRESIDENT	45.0	4.4	49.4		46.2	56.6	67.0
	VICE PRESIDENT				42.6			
	BOARD OF DIR.	29.9	0.7	30.6				
	SENIOR V.P.	28.7	0.0	28.7				
	BOARD OF DIR.	27.3	7.7	35.0				
	C.O.O.				24.0			
	NO IN POSITION: 10							
$ 555.7	WEIGHTED GROUP AVG:	$ 39.1	$ 4.7	$ 43.8	$ 37.2			
	NO IN POSITION: 21							
$ 1442.9	POSITION AVERAGE:	$ 51.6	$ 8.3	$ 59.9	$ 50.2			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.52	1.30
Bonus Co's Total Comp	------	0.51	1.38
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #54 - TOP CONSUMER AFFAIRS EXECUTIVE

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 55 - CONSUMER AFFAIRS SPECIALIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

SCOPE COMPANY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$1000.0 AND ABOVE	VICE PRESIDENT	$ 45.8	$ 4.5	$ 50.3		$ 35.9	$ 43.1	$ 50.3
	MANAGER				$ 40.8	35.6	46.3	56.9
	ASST. V.P./DIR	36.8	2.3	39.1		32.2	42.9	53.6
	ASST. V.P./DIR				34.1	27.8	34.7	41.7
	ASST. V.P./DIR				33.0	29.5	35.8	42.2
					29.0	25.5	33.1	40.7
	MANAGER				28.6	21.0	26.0	31.0
	NO IN POSITION: 8							
$ 2185.0	WEIGHTED GROUP AVG:	$ 41.3	$ 3.4	$ 44.7	$ 32.4			
$999.9 AND BELOW	ASST. V.P./DIR	$ 30.0	$ 1.5	$ 31.5				
		28.6	1.5	30.1				
	CEO/PRESIDENT	28.6	0.0	28.6				
	VICE PRESIDENT				$ 28.0			
	MANAGER				25.0	$ 22.0	$ 29.0	$ 36.0
	VICE PRESIDENT				21.8			
	GROUP EXEC.				19.2			
	NO IN POSITION: 7							
$ 316.9	WEIGHTED GROUP AVG:	$ 29.1	$ 1.0	$ 30.1	$ 23.5			
	NO IN POSITION: 15							
$ 1313.3	POSITION AVERAGE:	$ 34.0	$ 1.9	$ 35.9	$ 28.9			

NOTE: Insufficient data for trend line.

GEOGRAPHIC ANALYSIS

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$750.0 AND BELOW	DIV. V.P./MGR.	$ 63.5	$ 5.0	$ 68.5		$ 49.1	$ 61.4	$ 73.7
	VICE PRESIDENT	60.8	2.1	62.9		48.0	59.9	71.9
	VICE PRESIDENT	52.2	0.0	52.2				
	VICE PRESIDENT	50.5	19.4	69.9		62.4	77.3	92.2
	ASST. V.P./DIR	49.5	4.0	53.5		36.4	50.0	60.0
	ASST. V.P./DIR	49.1	6.1	55.2		40.0	53.7	67.1
	VICE PRESIDENT	46.0	0.0	46.0		40.3	50.5	60.6
	ASST. V.P./DIR	43.3	1.9	45.2		36.5	45.6	54.7
					$ 40.4	28.0	39.3	48.5
	DIST.MANAGER				40.0	39.0	47.7	56.5
	ASST. V.P./DIR	35.5	1.3	36.8		33.5	41.0	48.6
	NO IN POSITION:	40						
$ 230.4	WEIGHTED GROUP AVG:	$ 52.2	$ 4.9	$ 57.1	$ 40.3			
NO SCOPE REPORTED	MANAGER	$ 66.9	$ 20.2	$ 87.1		$ 52.7	$ 64.4	$ 76.1
	GROUP EXEC.	35.5	0.9	36.4				
	NO IN POSITION:	4						
	WEIGHTED GROUP AVG:	$ 51.2	$ 10.6	$ 61.8				
	NO IN POSITION:	44						
$ 230.4	POSITION AVERAGE:	$ 52.0	$ 6.0	$ 58.0	$ 40.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL MEAT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$100.0	DIV. V.P./MGR.	$ 65.7	$ 7.1	$ 72.8		$ 49.1	$ 61.4	$ 73.7
AND ABOVE	ASST. V.P./DIR				$ 55.9	42.5	52.0	61.6
	ASST. V.P./DIR	52.1	19.1	71.2		62.4	77.3	92.2
	ASST. V.P./DIR	47.0	0.0	47.0		40.3	53.7	67.1
	VICE PRESIDENT	45.0	0.0	45.0		37.4	41.7	56.0
	ASST. V.P./DIR	42.8	3.0	45.8		36.5	45.6	54.7
	NO IN POSITION: 13							
$ 172.6	WEIGHTED GROUP AVG:	$ 52.9	$ 6.0	$ 58.9	$ 55.9			
$99.9	VICE PRESIDENT	$ 59.3	$ 2.6	$ 61.9		$ 48.0	$ 59.9	$ 71.9
AND BELOW	ASST. V.P./DIR	53.6	4.0	57.6		36.4	50.0	60.0
					$ 48.5	34.8	45.2	55.6
	DIST.MANAGER				47.0	39.0	47.7	56.5
	ASST. V.P./DIR	36.0	3.2	39.2		33.5	41.0	48.6
	VICE PRESIDENT	35.9	0.0	35.9				
	NO IN POSITION: 24							
$ 45.9	WEIGHTED GROUP AVG:	$ 39.7	$ 1.4	$ 41.1	$ 47.6			
NO SCOPE REPORTED	VICE PRESIDENT				$ 55.0			
	NO IN POSITION: 38							
$ 90.4	POSITION AVERAGE:	$ 46.6	$ 3.8	$ 50.4	$ 48.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0	DIV. V.P./MGR.	$ 65.5	$ 6.8	$ 72.3		$ 49.1	$ 61.4	$ 73.7
AND ABOVE	ASST. V.P./DIR	55.5	21.1	76.6		58.9	72.8	86.7
	ASST. V.P./DIR	53.0	6.7	59.7		40.3	53.7	67.1
	ASST. V.P./DIR	47.7	4.0	51.7		36.4	50.0	60.0
	VICE PRESIDENT	41.0	0.0	41.0		34.6	43.3	51.9
	ASST. V.P./DIR	40.2	2.5	42.7		36.5	45.6	54.7
	NO IN POSITION: 15							
$ 73.7	WEIGHTED GROUP AVG:	$ 52.1	$ 6.5	$ 58.6				
$49.9					$ 41.5	$ 32.1	$ 41.7	$ 51.2
AND BELOW	DIST.MANAGER				41.0	39.0	47.7	56.5
	VICE PRESIDENT	$ 38.9	$ 0.0	$ 38.9				
	ASST. V.P./DIR	37.6	3.3	40.9		33.5	41.0	48.6
	NO IN POSITION: 29							
$ 22.0	WEIGHTED GROUP AVG:	$ 38.4	$ 1.3	$ 39.7	$ 41.3			
NO SCOPE REPORTED	MANAGER	$ 55.8	$ 17.4	$ 73.2		$ 50.2	$ 61.3	$ 72.5
	NO IN POSITION: 46							
$ 39.6	POSITION AVERAGE:	$ 47.3	$ 5.4	$ 52.7	$ 41.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS MERCHANDISER
REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$80.0 AND BELOW	VICE PRESIDENT	$ 48.0	$ 2.3	$ 50.3		$ 39.1	$ 48.9	$ 58.7
					$ 44.5	28.0	39.3	48.5
	NO IN POSITION: 4							
$ 67.8	WEIGHTED GROUP AVG:	$ 48.0	$ 2.3	$ 50.3	$ 44.5			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.0	$ 7.5	$ 58.5		$ 48.0	$ 60.0	
	NO IN POSITION: 5							
$ 67.8	POSITION AVERAGE:	$ 49.5	$ 4.9	$ 54.4	$ 44.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 29 - DAIRY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DAIRY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	VICE PRESIDENT	$ 57.6	$ 24.8	$ 82.4		$ 43.8	$ 56.9	$ 70.0
	VICE PRESIDENT	44.2	1.4	45.6		41.9	52.4	62.8
	VICE PRESIDENT	43.0	0.0	43.0				
					$ 38.6	32.1	41.7	51.2
	NO IN POSITION: 7							
$ 106.6	WEIGHTED GROUP AVG:	$ 48.3	$ 8.7	$ 57.0	$ 38.6			

	NO IN POSITION: 7				
$ 106.6	POSITION AVERAGE:	$ 48.3	$ 8.7	$ 57.0	$ 38.6

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$150.0	DIV. V.P./MGR.	$ 62.0	$ 7.1	$ 69.1		$ 49.1	$ 61.4	$ 73.7
AND BELOW	ASST. V.P./DIR	49.3	3.0	52.3		36.5	45.6	54.7
	VICE PRESIDENT	46.6	0.0	46.6		37.4	46.7	56.0
	ASST. V.P./DIR				$ 42.5	39.0	47.7	56.5
	VICE PRESIDENT	40.2	1.6	41.8		39.1	48.9	58.7
					26.8	25.3	33.1	40.7
	NO IN POSITION: 48							
$ 26.3	WEIGHTED GROUP AVG:	$ 53.6	$ 4.4	$ 58.0	$ 27.6			
NO SCOPE	ASST. V.P./DIR	$ 49.1	$ 3.0	$ 52.1		$ 36.4	$ 50.0	$ 60.0
REPORTED	ASST. V.P./DIR	47.0	1.6	48.6		40.3	53.7	67.1
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 48.1	$ 2.3	$ 50.3				
	NO IN POSITION: 50							
$ 26.3	POSITION AVERAGE:	$ 52.6	$ 4.0	$ 56.6	$ 27.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$150.0 AND BELOW	DIV. V.P./MGR.	$ 63.2	$ 7.1	$ 70.3		$ 49.1	$ 61.4	$ 73.7
	ASST. V.P./DIR	51.0	6.4	57.4		40.3	53.7	67.1
	ASST. V.P./DIR	50.5	6.0	56.5		44.0	55.0	66.0
	DIST.MANAGER				$ 42.5	39.0	47.7	56.5
	VICE PRESIDENT	42.1	0.0	42.1		34.6	43.3	51.9
	VICE PRESIDENT	38.4	0.0	38.4				
	ASST. V.P./DIR	38.0	2.5	40.5		36.5	45.6	54.7
	ASST. V.P./DIR	33.1	2.4	35.5		30.0	36.8	43.5
	NO IN POSITION:	23						
$ 44.3	WEIGHTED GROUP AVG:	$ 46.0	$ 3.0	$ 49.0	$ 42.5			
NO SCOPE REPORTED					$ 41.5	$ 32.1	$ 41.7	$ 51.2
	NO IN POSITION:	33						
$ 44.3	POSITION AVERAGE:	$ 46.0	$ 3.0	$ 49.0	$ 41.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #1 - NORTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	VICE PRESIDENT	$ 57.8	$ 0.0	$ 57.8		$ 47.1	$ 58.9	$ 70.7
	DIST.MANAGER				$ 41.5	39.0	47.7	56.5
					41.3	28.0	39.3	48.5
	MANAGER	38.8	5.0	43.8		36.5	45.6	54.7
	ASST. V.P./DIR	30.9	2.4	33.3		30.0	36.8	43.5
	NO IN POSITION: 18							
$ 23.2	WEIGHTED GROUP AVG:	$ 40.7	$ 3.7	$ 44.4	$ 41.4			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 49.4	$ 5.0	$ 54.4		$ 44.0	$ 55.0	$ 66.0
	NO IN POSITION: 19							
$ 23.2	POSITION AVERAGE:	$ 41.9	$ 3.9	$ 45.8	$ 41.4			

SURVEY POSITION 33 - GROCERY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0 AND BELOW	ASST. V.P./DIR				$ 52.0	$ 45.4	$ 55.9	$ 66.4
					48.8	39.6	51.4	63.3
	MANAGER	$ 47.0	$ 2.5	$ 49.5				
	ASST. V.P./DIR	46.6	5.9	52.5		40.3	49.1	58.0
	VICE PRESIDENT				45.7	34.9	44.5	54.0
	ASST. V.P./DIR	45.4	1.6	47.0				
	ASST. V.P./DIR				44.7	35.0	43.0	50.8
	EXEC. V.P.	43.5	0.0	43.5				
	MANAGER	43.4	9.8	53.2		46.8	57.1	67.5
	ASST. V.P./DIR				41.7	34.0	43.0	51.0
	MANAGER	41.1	4.1	45.2		34.5	43.1	51.7
	VICE PRESIDENT	39.1	0.0	39.1		32.1	40.1	48.2
	ASST. V.P./DIR				34.1	27.2	32.0	36.8
	NO IN POSITION: 65							
$ 195.6	WEIGHTED GROUP AVG:	$ 43.8	$ 4.7	$ 48.5	$ 44.6			
NO SCOPE REPORTED	MANAGER	$ 41.4	$ 2.6	$ 44.0		$ 35.9	$ 47.9	$ 59.9
	ASST. V.P./DIR				$ 37.0			
	VICE PRESIDENT	35.5	2.7	38.2		23.9	29.4	34.9
	NO IN POSITION: 14							
	WEIGHTED GROUP AVG:	$ 37.9	$ 2.6	$ 40.5	$ 37.0			
	NO IN POSITION: 79							
$ 195.6	POSITION AVERAGE:	$ 42.6	$ 4.4	$ 47.0	$ 43.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$375.0					$ 55.8	$ 37.0	$ 48.0	$ 59.0
AND BELOW	MANAGER	$ 52.5	$ 3.2	$ 55.7				
	BOARD OF DIR.	51.7	0.0	51.7				
	ASST. V.P./DIR				49.6	39.0	47.7	56.5
	ASST. V.P./DIR				47.2	46.0	54.2	62.3
	MANAGER	46.8	9.3	56.1		46.8	57.1	67.5
	VICE PRESIDENT	45.5	0.0	45.5		37.4	46.7	56.0
	ASST. V.P./DIR	45.5	2.1	47.6				
	VICE PRESIDENT				44.8	34.9	44.5	54.0
	ASST. V.P./DIR	44.4	5.3	49.7		39.3	47.9	56.4
	ASST. V.P./DIR				44.3	37.1	45.5	53.8
	NO IN POSITION: 24							
$ 122.3	WEIGHTED GROUP AVG:	$ 47.1	$ 4.5	$ 51.6	$ 48.5			
NO SCOPE REPORTED	MANAGER	$ 48.6	$ 3.0	$ 51.6		$ 35.9	$ 47.9	$ 59.9
	ASST. V.P./DIR				$ 41.0			
	ASST. V.P./DIR	34.9	3.1	38.0		23.9	29.4	34.9
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 44.0	$ 3.1	$ 47.1	$ 41.0			
	NO IN POSITION: 29							
$ 122.3	POSITION AVERAGE:	$ 46.6	$ 4.3	$ 50.9	$ 47.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND BELOW	ASST. V.P./DIR				$ 55.0	$ 39.0	$ 47.7	$ 56.5
	ASST. V.P./DIR				54.9	46.0	54.2	62.3
	ASST. V.P./DIR	$ 50.4	$ 6.3	$ 56.7		40.4	49.2	58.1
	MANAGER	49.9	9.3	59.2		41.4	50.3	59.3
	MANAGER	48.5	2.3	50.8				
	VICE PRESIDENT				46.5	34.9	44.5	54.0
	VICE PRESIDENT	43.5	0.0	43.5		34.6	43.3	51.9
	ASST. V.P./DIR	42.2	1.6	43.8				
					40.6	34.8	45.2	55.6
	BOARD OF DIR.	40.0	0.0	40.0				
	MANAGER	36.8	2.9	39.7		34.5	43.1	51.7
	ASST. V.P./DIR				34.3	30.0	36.8	43.5
	NO IN POSITION: 24							
$ 64.8	WEIGHTED GROUP AVG:	$ 46.2	$ 4.6	$ 50.8	$ 47.4			
NO SCOPE REPORTED	MANAGER	$ 47.0	$ 2.9	$ 49.9		$ 35.9	$ 47.9	$ 59.9
	ASST. V.P./DIR	40.1	3.4	43.5		23.9	29.4	34.9
	ASST. V.P./DIR				$ 33.0			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 43.6	$ 3.1	$ 46.7	$ 33.0			
	NO IN POSITION: 28							
$ 64.8	POSITION AVERAGE:	$ 45.9	$ 4.4	$ 50.3	$ 44.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$250.0					$ 63.0	$ 39.6	$ 51.4	$ 63.3
AND BELOW	MANAGER	$ 46.9	$ 3.3	$ 50.2				
	ASST. V.P./DIR	44.9	2.2	47.1				
	ASST. V.P./DIR				41.6	37.1	45.5	53.8
	BOARD OF DIR.	38.0	0.0	38.0				
	MANAGER	35.7	4.1	39.8		34.5	43.1	51.7
	ASST. V.P./DIR				30.2	27.2	32.0	36.8
	NO IN POSITION:	8						
$ 98.7	WEIGHTED GROUP AVG:	$ 42.5	$ 2.6	$ 45.1	$ 44.9			
NO SCOPE	VICE PRESIDENT				$ 51.4	$ 34.9	$ 44.5	$ 54.0
REPORTED	DIV. V.P./MGR.	$ 30.4	$ 2.9	$ 33.3		21.0	24.9	28.8
	ASST. V.P./DIR				18.0			
	NO IN POSITION:	3						
	WEIGHTED GROUP AVG:	$ 30.4	$ 2.9	$ 33.3	$ 34.7			
	NO IN POSITION:	11						
$ 98.7	POSITION AVERAGE:	$ 40.5	$ 2.6	$ 43.1	$ 40.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$400.0 AND BELOW	MANAGER	$ 51.2	$ 3.2	$ 54.4				
					$ 48.5	$ 34.8	$ 45.2	$ 55.6
	ASST. V.P./DIR				41.6	37.1	45.5	53.8
	ASST. V.P./DIR				34.7	27.2	32.0	36.8
	NO IN POSITION: 11							
$ 168.6	WEIGHTED GROUP AVG:	$ 51.2	$ 3.2	$ 54.4	$ 44.4			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 39.2	$ 3.5	$ 42.7		$ 26.2	$ 33.8	$ 41.3
	ASST. V.P./DIR				$ 29.3			
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 39.2	$ 3.5	$ 42.7	$ 29.3			
	NO IN POSITION: 13							
$ 168.6	POSITION AVERAGE:	$ 49.5	$ 3.2	$ 52.7	$ 41.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$450.0	ASST. V.P./DIR	$ 52.9	$ 7.1	$ 60.0		$ 40.4	$ 49.2	$ 58.1
AND BELOW	ASST. V.P./DIR	49.2	9.3	58.5		49.5	60.7	71.8
	MANAGER	48.7	2.9	51.6				
	MANAGER				$ 48.5	34.9	44.5	54.0
					47.8	34.8	45.2	55.6
	ASST. V.P./DIR				43.6	45.4	55.9	66.4
	DIV. V.P./MGR.				39.3	31.9	39.1	46.2
	ASST. V.P./DIR				38.5	33.5	41.0	48.6
	VICE PRESIDENT	38.1	0.0	38.1		32.1	40.1	48.2
	ASST. V.P./DIR				33.7	31.3	36.8	42.3
	NO IN POSITION: 36							
$ 72.4	WEIGHTED GROUP AVG:	$ 48.8	$ 5.4	$ 54.2	$ 43.3			
NO SCOPE	ASST. V.P./DIR	$ 45.0	$ 1.8	$ 46.8				
REPORTED	ASST. V.P./DIR				$ 42.5			
	MANAGER	39.4	2.4	41.8		$ 35.9	$ 47.9	$ 59.9
	DIV. V.P./MGR.	28.0	3.2	31.2		23.9	29.4	34.9
	NO IN POSITION: 7							
	WEIGHTED GROUP AVG:	$ 36.5	$ 2.6	$ 39.1	$ 42.5			
	NO IN POSITION: 43							
$ 72.4	POSITION AVERAGE:	$ 45.9	$ 4.8	$ 50.7	$ 43.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$100.0	BOARD OF DIR.	$ 58.0	$ 0.0	$ 58.0				
AND BELOW	ASST. V.P./DIR				$ 55.9	$ 34.9	$ 44.5	$ 54.0
	VICE PRESIDENT				53.0	39.0	47.7	56.5
	ASST. V.P./DIR				52.6	46.0	54.2	62.3
	ASST. V.P./DIR	45.2	2.0	47.2				
	VICE PRESIDENT	44.1	0.0	44.1		34.6	43.3	51.9
	ASST. V.P./DIR	42.0	5.0	47.0		39.3	47.9	56.4
	MANAGER	34.5	0.0	34.5		34.5	43.1	51.7
	NO IN POSITION: 8							
$ 54.0	WEIGHTED GROUP AVG:	$ 44.8	$ 1.4	$ 46.2	$ 53.8			
NO SCOPE					$ 59.0	$ 39.6	$ 51.4	$ 63.3
REPORTED	ASST. V.P./DIR				44.3	37.1	45.5	53.8
	MANAGER	$ 44.1	$ 2.7	$ 46.8		35.9	47.9	59.9
	ASST. V.P./DIR				39.0			
	ASST. V.P./DIR	23.0	2.6	25.6		18.6	21.4	24.3
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 37.1	$ 2.6	$ 39.7	$ 48.1			
	NO IN POSITION: 16							
$ 54.0	POSITION AVERAGE:	$ 41.9	$ 1.9	$ 43.8	$ 50.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 40 - BAKERY BUYER

REGION #1 - NORTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANNUAL BAKERY PURCH ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$100.0 AND BELOW	MANAGER	$ 48.4	$ 3.1	$ 51.5				
	VICE PRESIDENT				$ 45.5	$ 30.9	$ 39.4	$ 47.8
					45.5	34.8	45.2	55.6
	ASST. V.P./DIR	43.8	5.3	49.1		39.3	47.9	56.4
	NO IN POSITION: 4							
$ 60.3	WEIGHTED GROUP AVG:	$ 46.1	$ 4.2	$ 50.3	$ 45.5			
NO SCOPE REPORTED	ASST. V.P./DIR				$ 44.3	$ 37.1	$ 45.5	$ 53.8
	ASST. V.P./DIR	$ 23.0	$ 2.6	$ 25.6		18.6	21.4	24.3
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 23.0	$ 2.6	$ 25.6	$ 44.3			
	NO IN POSITION: 6							
$ 60.3	POSITION AVERAGE:	$ 38.4	$ 3.7	$ 42.1	$ 45.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER

REGION #1 - NORTHEAST

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$2000.0 AND BELOW	C.O.O.	$143.5	$ 37.3	$180.8		$117.9	$147.9	$178.0
	BOARD OF DIR.	137.0	41.0	178.0		146.2	181.9	217.5
	CEO/PRESIDENT	137.0	69.6	206.6				
	CEO/PRESIDENT	137.0	54.3	191.3				
	CEO/PRESIDENT				$117.1	82.9	103.7	124.4
	SENIOR V.P.	94.2	57.4	151.6		118.8	156.0	193.2
	SENIOR V.P.	82.0	33.5	115.5		56.8	75.3	93.8
	VICE PRESIDENT	70.5	3.4	73.9		67.3	84.1	100.9
	NO IN POSITION: 18							
$ 825.8	WEIGHTED GROUP AVG:	$113.1	$ 41.5	$154.6	$117.1			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 51.6	$ 6.5	$ 58.1		$ 40.3	$ 53.7	$ 67.1
	NO IN POSITION: 19							
$ 825.8	POSITION AVERAGE:	$109.5	$ 39.4	$148.9	$117.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #1 - NORTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0	EXEC. V.P.				$ 89.6	$ 68.6	$ 85.8	$102.8
AND ABOVE	VICE PRESIDENT	$ 69.5	$ 13.9	$ 83.4		52.0	64.4	76.8
	SENIOR V.P.	66.1	0.0	66.1		87.2	102.6	117.9
	ASST. V.P./DIR	65.7	33.4	99.1		70.0	87.3	104.5
	ASST. V.P./DIR	64.8	32.4	97.2		70.0	87.3	104.5
	VICE PRESIDENT	62.9	26.4	89.3		43.8	56.9	70.0
	VICE PRESIDENT	59.0	2.0	61.0		54.9	68.6	82.4
	REG. V.P./MGR.	57.7	9.2	66.9		53.1	65.6	78.1
	NO IN POSITION:	32						
$ 259.5	WEIGHTED GROUP AVG:	$ 62.6	$ 17.7	$ 80.3	$ 89.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

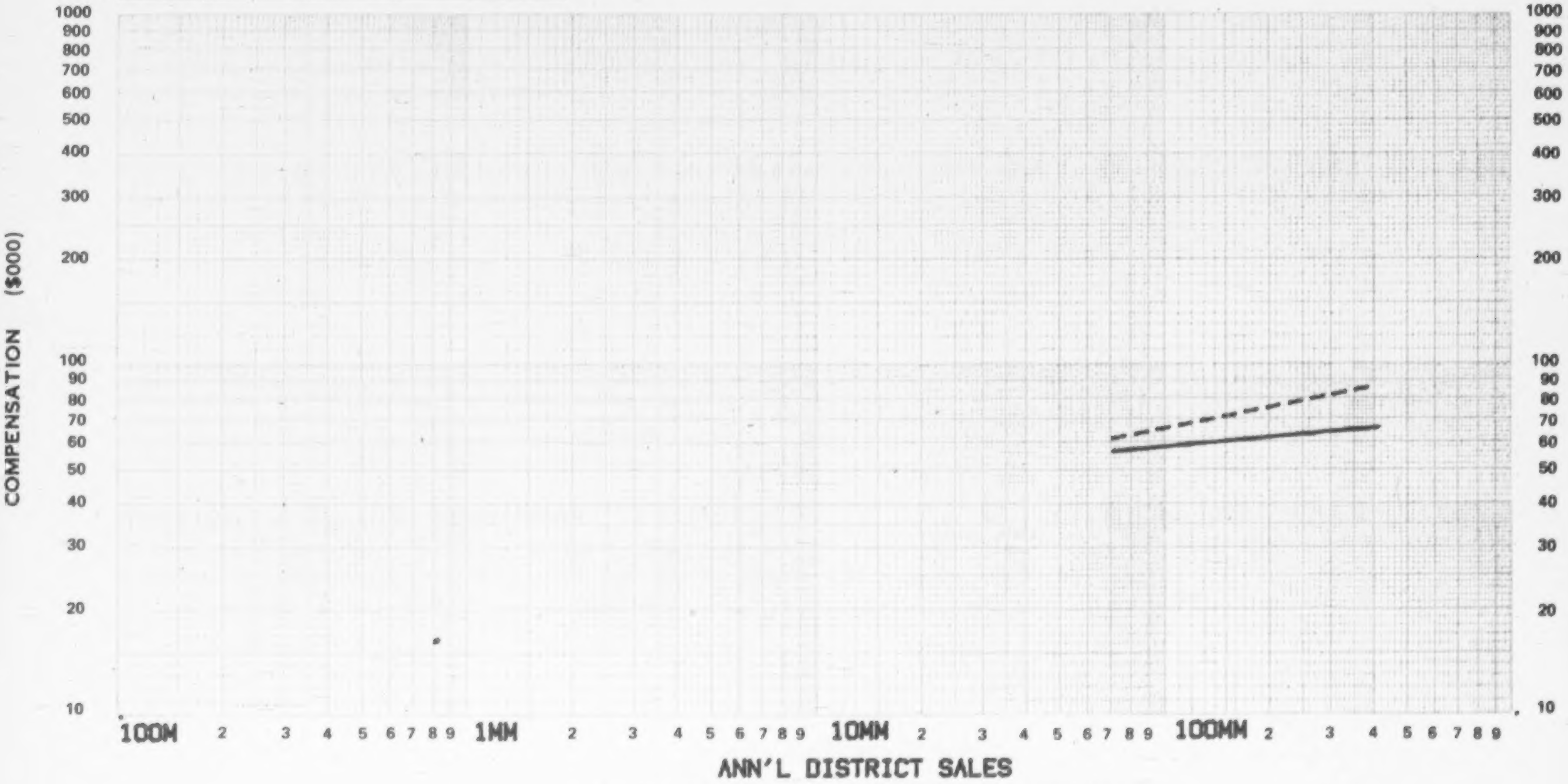
REGION #1 - NORTHEAST

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$199.9 AND BELOW	DIV. V.P./MGR.	$ 76.2	$ 9.4	$ 85.6		$ 61.0	$ 76.2	$ 91.5
	VICE PRESIDENT	63.5	11.2	74.7		54.9	70.9	82.5
	VICE PRESIDENT	63.5	11.2	74.7		54.9	70.9	82.5
	VICE PRESIDENT	63.5	11.2	74.7		54.9	70.9	82.5
	VICE PRESIDENT	62.3	0.0	62.3		50.8	63.5	76.3
	ASST. V.P./DIR	60.7	39.6	100.3		70.0	87.3	104.5
	ASST. V.P./DIR	60.0	1.2	61.2		54.0	67.4	80.9
	VICE PRESIDENT	59.6	24.9	84.5		43.8	56.9	70.0
	VICE PRESIDENT	57.3	10.0	67.3		48.4	60.5	72.6
	VICE PRESIDENT	50.4	0.0	50.4				
	ASST. V.P./DIR	46.6	4.7	51.3		41.4	50.7	60.0
	NO IN POSITION: 74							
$ 153.3	WEIGHTED GROUP AVG:	$ 63.7	$ 10.6	$ 74.3				
NO SCOPE REPORTED	GROUP EXEC.	$ 60.8	$ 11.2	$ 72.0		$ 50.9	$ 67.9	$ 84.9
	GROUP EXEC.	56.0	10.6	66.6		50.9	67.9	84.9
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 58.4	$ 10.9	$ 69.3				
	NO IN POSITION: 112							
$ 185.4	POSITION AVERAGE:	$ 63.1	$ 12.6	$ 75.7	$ 89.6			

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.13	1.11
Bonus Co's Total Comp	------	0.17	1.22
Nonbonus Co's Salary	-.-.-.		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$350.0	DIST.MANAGER				$ 76.5	$ 56.7	$ 69.4	$ 82.2
AND ABOVE	DIST.MANAGER				61.9	51.5	63.1	74.6
	DIST.MANAGER	$ 56.8	$ 6.2	$ 63.0		49.7	62.1	74.6
	DIST.MANAGER				54.1	46.8	57.2	67.9
	DIST.MANAGER	53.0	6.3	59.3		45.4	55.9	66.4
	ASST. V.P./DIR	52.1	3.1	55.2		41.5	52.1	64.1
	DIST.MANAGER				50.0	42.5	52.0	61.6
	DIST.MANAGER	49.4	7.0	56.4		38.7	46.8	57.9
	DIST.MANAGER	48.9	0.0	48.9		40.3	50.5	60.6
	DIST.MANAGER	47.0	20.3	67.3		49.5	68.1	86.7
	DIST.MANAGER	45.7	3.5	49.2		34.9	44.5	54.0
	ASST. V.P./DIR	43.8	6.3	50.1		39.8	49.8	59.7
	ASST. V.P./DIR	41.2	4.0	45.2		36.4	50.0	60.0
	DIST.MANAGER	38.3	10.7	49.0		33.5	41.0	48.6
	DIST.MANAGER	37.5	3.9	41.4		22.9	30.4	37.8
	NO IN POSITION: 527							
$ 506.4	WEIGHTED GROUP AVG:	$ 50.2	$ 7.5	$ 57.7	$ 59.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$349.9	VICE PRESIDENT	$ 52.2	$ 13.0	$ 65.2				
TO	DIST.MANAGER	48.6	21.1	69.7		$ 49.5	$ 68.1	$ 86.7
$200.0	DIST.MANAGER	46.9	4.5	51.4		35.9	44.2	54.3
	DIST.MANAGER	45.8	18.2	64.0		46.8	57.1	67.5
	VICE PRESIDENT	45.6	11.4	57.0				
	DIST.MANAGER				$ 45.0	38.6	47.3	55.9
	DIST.MANAGER	44.8	0.0	44.8		37.4	46.7	56.0
	ASST. V.P./DIR	44.7	3.1	47.8		38.5	44.7	50.9
	DIST.MANAGER	44.1	11.5	55.6		46.8	57.1	67.5
	ASST. V.P./DIR	43.3	3.9	47.2		39.8	49.8	59.7
	DIST.MANAGER	41.0	3.1	44.1		30.9	39.4	47.8
	DIST.MANAGER	36.4	6.0	42.4		33.5	41.0	48.6
	DIST.MANAGER	35.5	3.6	39.1		22.9	30.4	37.8
	NO IN POSITION: 165							
$ 249.3	WEIGHTED GROUP AVG:	$ 43.1	$ 7.4	$ 50.5	$ 45.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$199.9	VICE PRESIDENT	$ 48.2	$ 12.0	$ 60.2				
TO	VICE PRESIDENT	44.0	11.0	55.0				
$150.0	DIST.MANAGER				$ 43.7	$ 35.0	$ 43.0	$ 50.8
	DIST.MANAGER	43.0	13.7	56.7		41.4	50.3	59.3
	DIST.MANAGER	42.9	3.0	45.9		35.9	44.2	54.3
	DIST.MANAGER	42.7	11.9	54.6		41.4	50.3	59.3
	ASST. V.P./DIR	42.7	5.9	48.6		39.8	49.8	59.7
	DIST.MANAGER	41.5	3.2	44.7		30.9	39.4	47.8
	ASST. V.P./DIR	41.2	3.1	44.3		35.6	41.4	47.1
	DIST.MANAGER	40.9	0.0	40.9		34.6	43.3	51.9
	DIST.MANAGER	34.7	5.2	39.9		33.5	41.0	48.6
	DIST.MANAGER	34.2	3.1	37.3		22.9	30.4	37.8
		30.1	0.0	30.1				
	NO IN POSITION: 198							
$ 173.5	WEIGHTED GROUP AVG:	$ 37.8	$ 4.2	$ 42.0	$ 43.7			
$149.9	VICE PRESIDENT	$ 45.1	$ 11.2	$ 56.3				
TO	DIST.MANAGER	41.1	8.3	49.4		$ 36.8	$ 44.0	$ 51.9
$100.0	DIST.MANAGER	40.7	10.4	51.1		36.8	44.0	51.9
	DIST.MANAGER	40.6	1.0	41.6		33.8	41.6	50.4
	DIST.MANAGER	36.9	0.0	36.9		32.1	40.1	48.2
	DIST.MANAGER	33.8	3.7	37.5		33.5	41.0	48.6
	DIST.MANAGER	33.7	0.0	33.7				
	DIST.MANAGER	30.2	2.4	32.6		22.9	30.4	37.8
	NO IN POSITION: 218							
$ 117.1	WEIGHTED GROUP AVG:	$ 36.9	$ 3.8	$ 40.7				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	ASST. V.P./DIR	$ 40.0	$ 0.0	$ 40.0		$ 39.8	$ 49.8	$ 59.7
TO	DIST.MANAGER	39.7	6.1	45.8		36.8	44.0	51.9
$50.0	DIST.MANAGER	39.3	6.9	46.2		36.8	44.0	51.9
	DIST.MANAGER	39.0	5.9	44.9		36.8	44.0	51.9
	DIST.MANAGER	38.6	8.2	46.8		36.8	44.0	51.9
	DIST.MANAGER	36.3	2.3	38.6		33.5	41.0	48.6
	DIST.MANAGER	35.5	2.8	38.3		33.5	41.0	48.6
	DIST.MANAGER	31.5	2.6	34.1		21.8	26.9	31.9
	NO IN POSITION:	52						
$ 80.3	WEIGHTED GROUP AVG:	$ 38.1	$ 5.7	$ 43.8				
$49.9	DIST.MANAGER	$ 39.1	$ 5.5	$ 44.6		$ 36.8	$ 44.0	$ 51.9
AND BELOW	DIST.MANAGER	37.0	6.5	43.5		36.8	44.0	51.9
	NO IN POSITION:	3						
$ 45.1	WEIGHTED GROUP AVG:	$ 38.4	$ 5.8	$ 44.2				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #1 - NORTHEAST

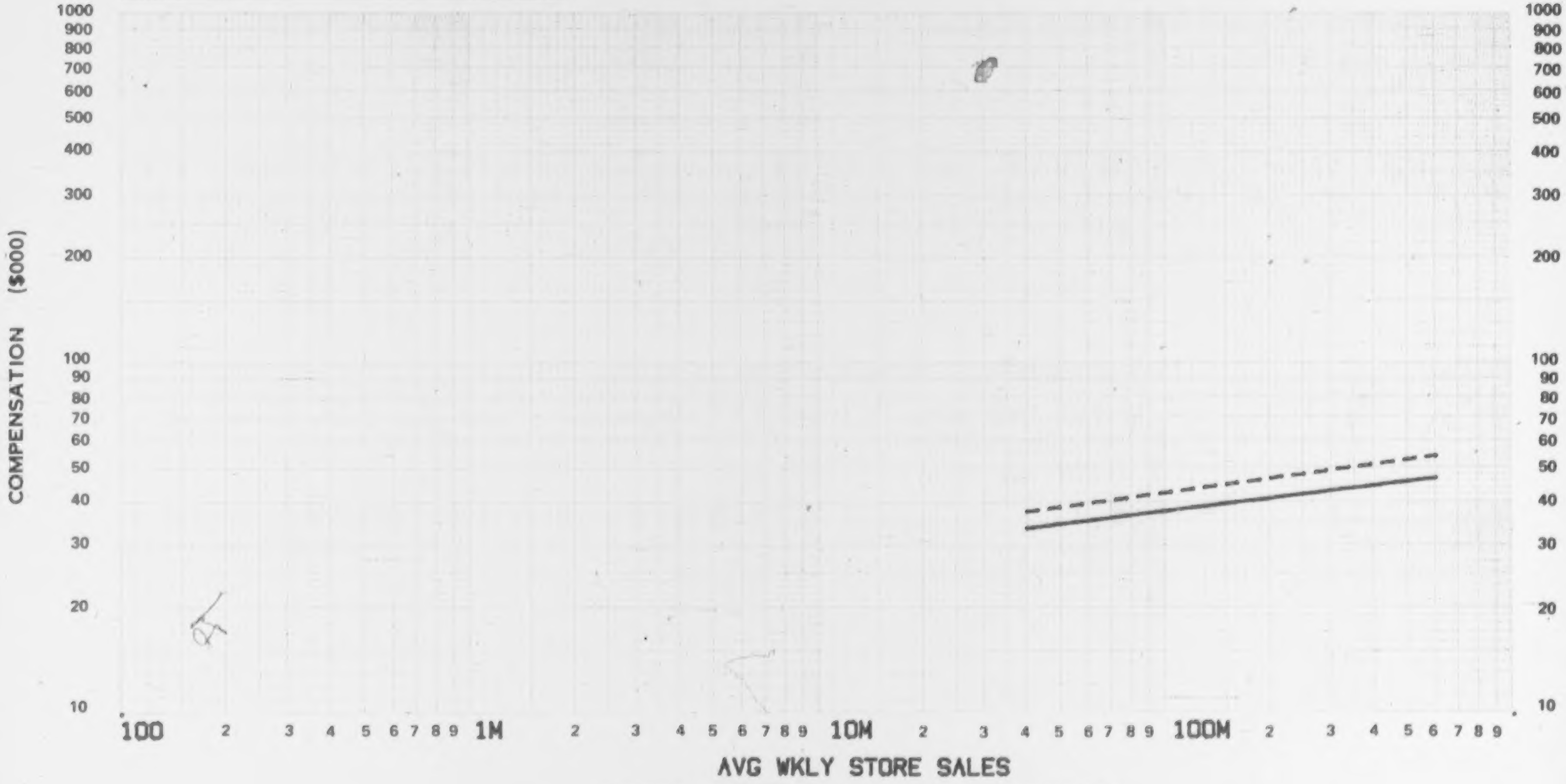
SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	ASST. V.P./DIR	$ 59.6	$ 8.6	$ 68.2		$ 36.0	$ 48.0	$ 60.0
	ASST. V.P./DIR	54.1	5.1	59.2		32.0	43.0	54.0
	DIV. V.P./MGR.	52.0	4.0	56.0		32.0	43.0	54.0
	DIV. V.P./MGR.	50.8	6.0	56.8		32.0	43.0	54.0
	DIST.MANAGER	49.6	13.8	63.4		44.6	54.8	65.0
	DIST.MANAGER	44.1	8.2	52.3		40.5	49.3	58.2
	DIST.MANAGER	41.1	9.0	50.1		31.7	39.3	46.9
	DIST.MANAGER	34.7	7.6	42.3		31.7	39.3	46.9
	DIST.MANAGER	34.7	7.6	42.3		31.7	39.3	46.9
	DIST.MANAGER	34.7	7.6	42.3		31.7	39.3	46.9
	DIST.MANAGER	34.7	7.6	42.3		31.7	39.3	46.9
	DIST.MANAGER	33.0	7.2	40.2		27.8	34.6	41.0
	NO IN POSITION: 123							
	WEIGHTED GROUP AVG:	$ 43.2	$ 9.0	$ 52.2				
	NO IN POSITION: 1286							
$ 320.0	POSITION AVERAGE:	$ 43.8	$ 6.4	$ 50.2	$ 55.9			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.32	1.12
Bonus Co's Total Comp	- - - - - -	0.22	1.19
Nonbonus Co's Salary	—.—.—.		



SURVEY POSITION #46 - STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$250.0	MANAGER	$ 41.6	$ 3.7	$ 45.3		$ 36.2	$ 45.3	$ 54.4
AND ABOVE	MANAGER	40.3	2.2	42.5		34.3	40.3	46.3
	MANAGER	38.5	2.3	40.8		33.8	41.2	48.7
	MANAGER				$ 37.3	31.9	39.1	46.2
	MANAGER	36.9	5.2	42.1		34.8	41.7	48.6
	MANAGER	36.5	5.3	41.8		34.8	41.7	48.6
	MANAGER	36.3	2.8	39.1		33.1	41.3	49.6
	MANAGER	35.6	3.3	38.9		33.1	41.3	49.6
	MANAGER	35.1	2.9	38.0		30.6	41.8	50.1
	DIST.MANAGER				33.7	27.8	34.7	41.7
	MANAGER	32.1	0.0	32.1				
	DIST.MANAGER				32.0	27.8	34.7	41.7
	MANAGER	31.3	0.0	31.3				
	MANAGER				30.0	26.9	33.0	39.0
	MANAGER	29.7	2.6	32.3		21.8	26.9	31.9
	MANAGER	27.3	1.8	29.1		21.8	26.9	31.9
	NO IN POSITION: 656							
$ 418.4	WEIGHTED GROUP AVG:	$ 38.7	$ 3.4	$ 42.1	$ 34.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 TO $150.0	MANAGER	$ 36.7	$ 2.2	$ 38.9		$ 31.2	$ 36.7	$ 42.1
	MANAGER	35.8	4.4	40.2		32.6	39.2	45.6
	MANAGER	35.5	4.5	40.0		32.6	39.2	45.6
	MANAGER	35.3	6.6	41.9		33.1	41.3	49.6
	MANAGER	31.2	9.9	41.1				
	MANAGER	31.2	9.9	41.1				
	MANAGER	31.2	9.9	41.1				
	MANAGER	31.2	9.9	41.1				
	MANAGER	30.5	0.0	30.5				
	MANAGER				$ 30.3	26.9	33.0	39.0
	MANAGER				28.9	26.9	33.0	39.0
	MANAGER	27.4	2.2	29.6		21.8	26.9	31.9
	NO IN POSITION: 135							
$ 194.0	WEIGHTED GROUP AVG:	$ 33.2	$ 3.3	$ 36.5	$ 29.5			
$149.9 AND BELOW	MANAGER	$ 37.7	$ 0.0	$ 37.7		$ 33.1	$ 41.3	$ 49.6
	MANAGER	31.2	9.9	41.1				
	MANAGER				$ 30.5	26.9	33.0	39.0
	MANAGER				29.9	26.9	33.0	39.0
	MANAGER	28.4	0.0	28.4				
	MANAGER				27.7	26.9	33.0	39.0
	MANAGER	27.4	1.6	29.0		19.1	22.7	26.3
	MANAGER				25.9			
	MANAGER	24.4	1.8	26.2		21.8	26.9	31.9
	MANAGER				19.5			
	NO IN POSITION: 263							
$ 101.4	WEIGHTED GROUP AVG:	$ 28.8	$ 4.0	$ 32.8	$ 22.7			

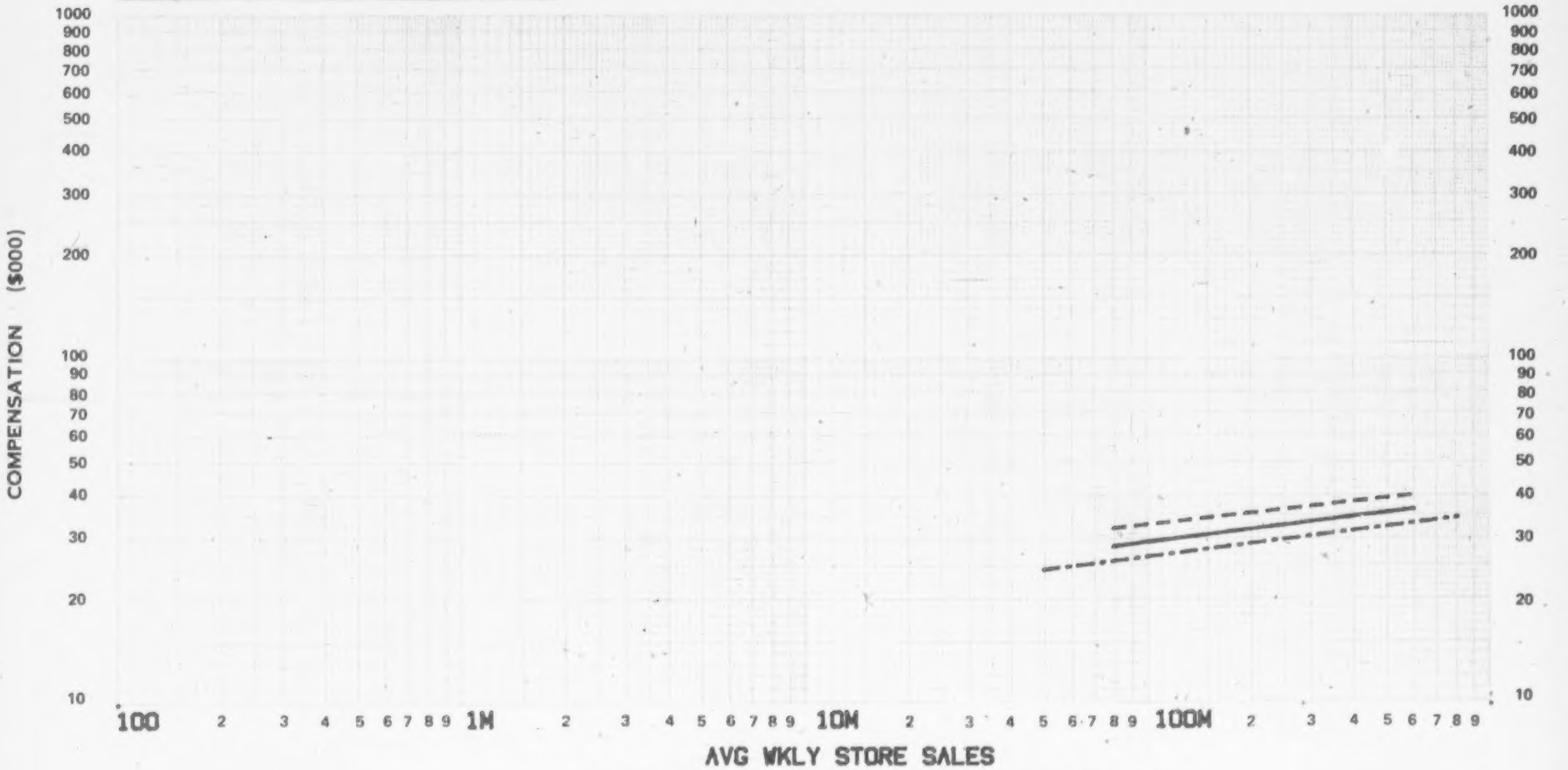
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #1 - NORTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER				$ 39.9	$ 34.8	$ 41.6	$ 47.1
	MANAGER				39.5	31.2	36.4	42.1
	MANAGER				39.0	28.6	33.8	38.7
	MANAGER	$ 36.4	$ 3.4	$ 39.8		33.0	37.0	41.0
	MANAGER				34.5	31.2	37.7	42.3
	MANAGER				34.3	29.1	34.3	39.5
	MANAGER	34.3	1.9	36.2		30.7	34.7	38.7
	MANAGER				34.1	28.0	33.5	38.0
	MANAGER				34.0	27.3	32.5	36.9
	MANAGER	30.5	1.8	32.3		26.9	33.3	39.7
	MANAGER	25.3	1.5	26.8		20.1	25.1	30.1
	MANAGER	25.3	1.5	26.8		20.1	25.1	30.1
	MANAGER	25.3	1.5	26.8		20.1	25.1	30.1
	MANAGER	25.3	1.5	26.8		20.1	25.1	30.1
	MANAGER	25.3	1.5	26.8		20.1	25.1	30.1
	NO IN POSITION: 210 WEIGHTED GROUP AVG:	$ 30.6	$ 2.0	$ 32.6	$ 36.3			
$ 310.6	NO IN POSITION: 1264 POSITION AVERAGE:	$ 36.6	$ 3.2	$ 39.8	$ 28.8			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.24	1.13
Bonus Co's Total Comp ------	0.14	1.16
Nonbonus Co's Salary -.-.-.	0.42	1.14



SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #1 - NORTHEAST

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$40.0	MANAGER	$ 39.2	$ 3.5	$ 42.7				
AND ABOVE	MANAGER	39.2	3.5	42.7				
	MANAGER				$ 36.0			
	MANAGER	33.7	0.0	33.7				
	MANAGER				32.7			
	MANAGER	32.6	0.0	32.6				
	MANAGER				27.9			
	MANAGER				27.9			
	MANAGER				23.4	$ 20.2	$ 21.8	$ 23.4
	MANAGER				22.3	20.2	21.8	23.4
	NO IN POSITION: 231							
$ 59.3	WEIGHTED GROUP AVG:	$ 34.1	$ 0.4	$ 34.5	$ 33.8			
$39.9	MANAGER	$ 39.2	$ 3.5	$ 42.7				
TO	MANAGER	39.2	3.5	42.7				
$25.0	MANAGER	31.1	0.0	31.1				
	MANAGER				$ 27.9			
	MANAGER				25.7			
	MANAGER				23.2	$ 20.2	$ 21.8	$ 23.4
	NO IN POSITION: 88							
$ 28.7	WEIGHTED GROUP AVG:	$ 33.6	$ 1.1	$ 34.7	$ 26.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #1 - NORTHEAST

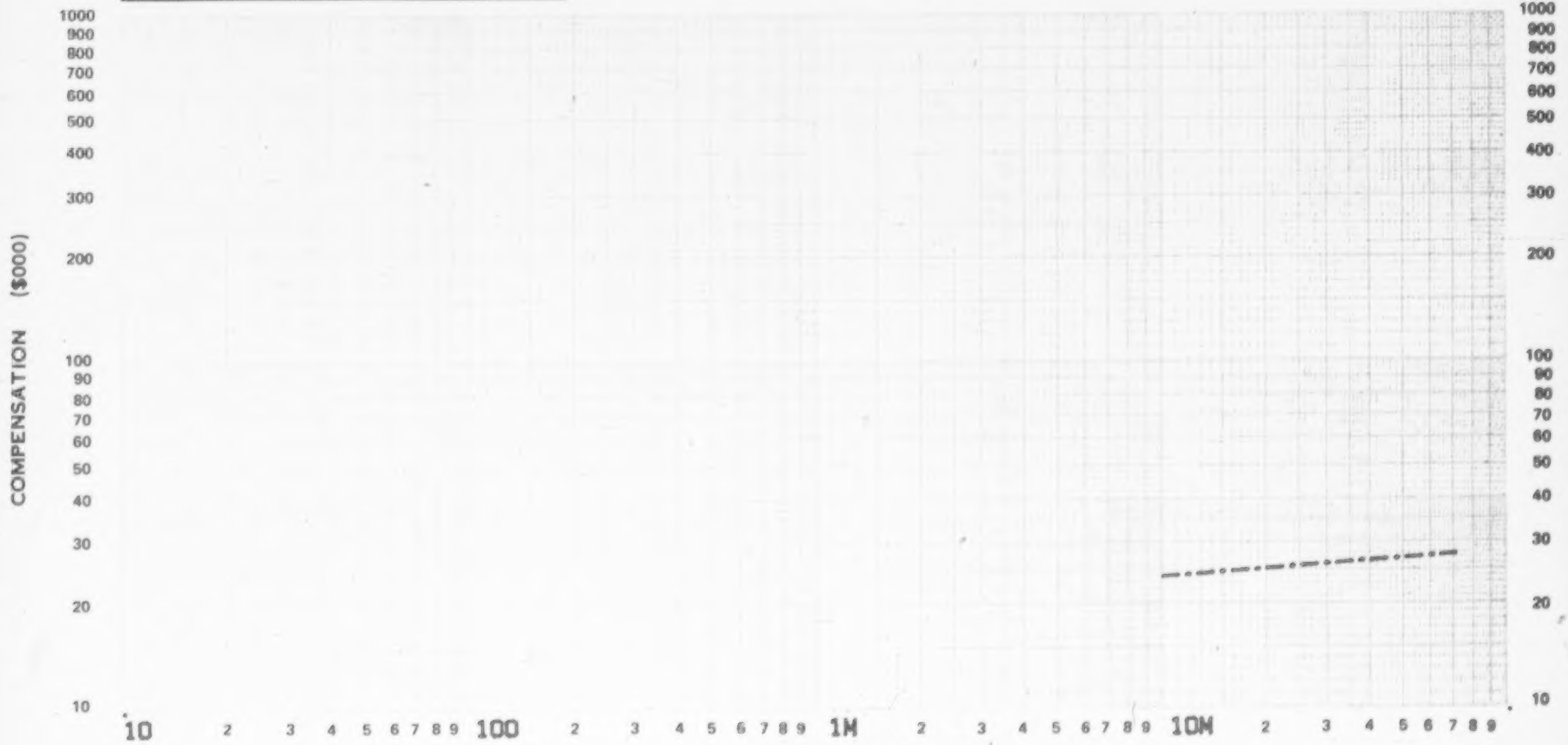
SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$24.9	MANAGER	$ 39.2	$ 3.5	$ 42.7				
AND BELOW	MANAGER	29.5	0.0	29.5				
	MANAGER				$ 27.9			
	MANAGER				27.9			
	MANAGER				27.7			
	MANAGER				23.2	$ 20.2	$ 21.8	$ 23.4
	MANAGER				23.1	20.2	21.8	23.4
	NO IN POSITION: 152							
$ 18.0	WEIGHTED GROUP AVG:	$ 34.1	$ 1.6	$ 35.7	$ 27.4			
NO SCOPE	MANAGER	$ 50.9	$ 0.0	$ 50.9				
REPORTED	MANAGER	50.4	0.0	50.4				
	MANAGER	50.2	0.0	50.2				
	MANAGER	45.7	0.0	45.7				
	MANAGER				$ 37.3			
	MANAGER	37.2	1.9	39.1				
	MANAGER	36.6	1.8	38.4				
	MANAGER	35.8	1.8	37.6				
	MANAGER	35.3	1.8	37.1				
	MANAGER	32.8	1.9	34.7		$ 24.1	$ 30.3	$ 36.5
	MANAGER	32.8	1.9	34.7		24.1	30.3	36.5
	MANAGER	32.5	1.9	34.4		24.1	30.3	36.5
	MANAGER	29.7	1.7	31.4		22.4	27.5	32.6
	MANAGER	29.7	1.7	31.4		22.4	27.5	32.6
	MANAGER	29.7	1.7	31.4		22.4	27.5	32.6
	NO IN POSITION: 240							
	WEIGHTED GROUP AVG:	$ 35.3	$ 1.6	$ 36.9	$ 37.3			
	NO IN POSITION: 711							
$ 40.3	POSITION AVERAGE:	$ 34.7	$ 1.4	$ 36.1	$ 32.1			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	- - - - - -		
Nonbonus Co's Salary	-.-.-.	0.10	1.15



AVG WKLY MEAT SALES

SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

REGION #1 - NORTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)
REGION #1 - NORTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
850.0 AND BELOW	DIV. V.P./MGR.	$ 71.7	$ 13.1	$ 84.8		$ 65.1	$ 81.3	$ 97.6
	VICE PRESIDENT	58.2	0.0	58.2		62.3	73.3	84.3
	VICE PRESIDENT	56.7	10.4	67.1		55.4	68.5	81.5
	MANAGER				$ 53.0	39.4	50.2	61.0
	VICE PRESIDENT	50.0	9.5	59.5		46.2	56.6	67.0
	NO IN POSITION: 10							
406.2	WEIGHTED GROUP AVG:	$ 58.7	$ 8.6	$ 67.3	$ 53.0			
	NO IN POSITION: 10							
406.2	POSITION AVERAGE:	$ 58.7	$ 8.6	$ 67.3	$ 53.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

REGION #1 - NORTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
400.0		$ 63.1	$ 12.5	$ 75.6		$ 43.3	$ 56.3	$ 69.3
AND ABOVE	GROUP EXEC.	63.0	11.1	74.1		54.9	68.0	82.5
	SENIOR V.P.				$ 56.5	53.1	65.6	78.1
	VICE PRESIDENT	55.3	10.4	65.7		55.4	68.5	81.5
	VICE PRESIDENT	54.0	6.1	60.1		54.0	67.4	80.9
	ASST. V.P./DIR	44.5	8.5	53.0		41.4	50.7	60.0
	NO IN POSITION: 10							
546.2	WEIGHTED GROUP AVG:	$ 56.7	$ 10.2	$ 66.9	$ 56.5			
399.9	EXEC. V.P.	$ 85.2	$ 19.5	$104.7		$ 69.0	$ 86.2	$103.5
AND BELOW		81.1	12.5	93.6		54.2	67.8	81.3
		74.2	12.9	87.1		43.3	56.3	69.3
		70.8	12.0	82.8		43.3	56.3	69.3
		70.0	9.5	79.5		45.9	59.5	73.1
	SENIOR V.P.	70.0	0.0	70.0				
	VICE PRESIDENT	54.0	6.8	60.8		54.0	67.4	80.9
	ASST. V.P./DIR	42.0	0.0	42.0		40.7	50.8	61.0
	VICE PRESIDENT	39.7	0.0	39.7		31.3	36.8	42.3
	NO IN POSITION: 12							
152.8	WEIGHTED GROUP AVG:	$ 66.4	$ 9.4	$ 75.8				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #1 - NORTHEAST

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	VICE PRESIDENT	$ 59.4	$ 9.1	$ 68.5		$ 44.2	$ 54.3	$ 64.3
	ASST. V.P./DIR	42.5	2.7	45.2		32.2	42.9	53.6
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 49.3	$ 5.2	$ 54.5				
	NO IN POSITION: 27							
331.6	POSITION AVERAGE:	$ 59.9	$ 8.8	$ 68.7	$ 56.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

REGION #1 - NORTHEAST

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$50.0 AND BELOW	SENIOR V.P.	$ 60.6	$ 0.0	$ 60.6		$ 47.1	$ 58.9	$ 70.7
	EXEC. V.P.				$ 59.5	46.8	57.2	67.9
	VICE PRESIDENT				56.1	43.8	56.9	70.0
	NO IN POSITION: 3							
$ 24.6	WEIGHTED GROUP AVG:	$ 60.6	$ 0.0	$ 60.6	$ 57.8			
NO SCOPE REPORTED	CEO/PRESIDENT	$ 64.8	$ 3.7	$ 68.5		$ 51.3	$ 64.1	$ 77.0
	SENIOR V.P.	63.0	15.9	78.9		62.4	77.3	92.2
	SENIOR V.P.	60.6	5.6	66.2		43.9	54.9	65.9
	VICE PRESIDENT	50.0	7.1	57.1		40.3	53.7	67.1
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 59.6	$ 8.1	$ 67.7				
	NO IN POSITION: 7							
$ 24.6	POSITION AVERAGE:	$ 59.8	$ 6.5	$ 66.3	$ 57.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #1 - NORTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	MANAGER				$ 50.7	$ 30.9	$ 39.4	$ 47.8
AND BELOW	MANAGER				50.3	30.9	39.4	47.8
	MANAGER				48.8	30.9	39.4	47.8
	MANAGER				48.4	30.9	39.4	47.8
	NO IN POSITION: 38							
$ 16.7	WEIGHTED GROUP AVG:				$ 48.8			
NO SCOPE	MANAGER	$ 55.0	$ 1.5	$ 56.5		$ 41.9	$ 49.9	$ 56.8
REPORTED	ASST. V.P./DIR	50.8	6.1	56.9		39.2	47.3	55.4
	VICE PRESIDENT				$ 46.2			
	ASST. V.P./DIR	44.9	2.5	47.4		36.7	44.2	53.1
	MANAGER				43.6			
	NO IN POSITION: 178							
	WEIGHTED GROUP AVG:	$ 45.9	$ 2.6	$ 48.5	$ 43.7			
	NO IN POSITION: 216							
$ 16.7	POSITION AVERAGE:	$ 45.9	$ 2.6	$ 48.5	$ 44.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

REGION #1 - NORTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	MANAGER				$ 47.1	$ 30.9	$ 39.4	$ 47.8
AND BELOW	MANAGER				47.1	30.9	39.4	47.8
	MANAGER				46.7	30.9	39.4	47.8
	MANAGER				46.4	30.9	39.4	47.8
	NO IN POSITION: 50							
$ 17.8	WEIGHTED GROUP AVG:				$ 46.6			
NO SCOPE	MANAGER	$ 52.0	$ 0.5	$ 52.5		$ 39.6	$ 47.0	$ 53.7
REPORTED	MANAGER	45.3	2.3	47.6				
	MANAGER	45.3	2.3	47.6				
	MANAGER				$ 45.1			
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	MANAGER	40.9	1.5	42.4		38.0	40.0	42.0
	NO IN POSITION: 57							
	WEIGHTED GROUP AVG:	$ 41.9	$ 1.6	$ 43.5	$ 45.1			
	NO IN POSITION: 107							
$ 17.8	POSITION AVERAGE:	$ 41.9	$ 1.6	$ 43.5	$ 46.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$1500.0	DIST.MANAGER	$ 64.4	$ 0.0	$ 64.4		$ 35.4	$ 46.1	$ 56.7
AND BELOW	VICE PRESIDENT	54.9	12.4	67.3		42.1	51.6	60.9
	SENIOR V.P.	50.0	3.0	53.0				
	SENIOR V.P.	49.5	15.0	64.5				
	EXEC. V.P.	49.4	9.5	58.9				
	VICE PRESIDENT	48.0	5.9	53.9				
	C.O.O.				$ 32.9			
	NO IN POSITION: 32							
$ 642.4	WEIGHTED GROUP AVG:	$ 55.2	$ 7.9	$ 63.1	$ 32.9			
NO SCOPE	MANAGER				$ 40.0	$ 32.2	$ 40.2	$ 48.1
REPORTED	CEO/PRESIDENT	$ 34.5	$ 3.5	$ 38.0				
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 34.5	$ 3.5	$ 38.0	$ 40.0			
	NO IN POSITION: 45							
$ 642.4	POSITION AVERAGE:	$ 54.4	$ 7.7	$ 62.1	$ 37.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$400.0 AND BELOW	EXEC. V.P.	$ 58.5	$ 10.0	$ 68.5				
	VICE PRESIDENT	55.3	10.6	65.9		$ 42.1	$ 51.6	$ 60.9
	DIV. V.P./MGR.	52.5	0.0	52.5		35.4	46.1	56.7
	SENIOR V.P.	49.0	12.0	61.0				
	VICE PRESIDENT	43.9	4.9	48.8				
	DIV. V.P./MGR.				$ 38.5			
	SENIOR V.P.				33.5			
	NO IN POSITION: 33							
$ 178.1	WEIGHTED GROUP AVG:	$ 52.5	$ 7.2	$ 59.7	$ 36.8			
NO SCOPE REPORTED	MANAGER				$ 35.6	$ 32.2	$ 40.2	$ 48.1
	GROUP EXEC.	$ 31.8	$ 2.2	$ 34.0				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 31.8	$ 2.2	$ 34.0	$ 35.6			
	NO IN POSITION: 44							
$ 178.1	POSITION AVERAGE:	$ 50.4	$ 6.7	$ 57.1	$ 36.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND BELOW	EXEC. V.P.	$ 52.0	$ 9.9	$ 61.9				
	VICE PRESIDENT	49.0	11.4	60.4		$ 42.1	$ 51.6	$ 60.9
	DIST.MANAGER	47.4	0.0	47.4		35.4	46.1	56.7
	VICE PRESIDENT	41.1	3.4	44.5				
	SENIOR V.P.				$ 35.7			
	DIV. V.P./MGR.				31.5			
	NO IN POSITION: 27							
$ 124.3	WEIGHTED GROUP AVG:	$ 47.0	$ 6.6	$ 53.6	$ 33.6			
NO SCOPE REPORTED	MANAGER				$ 36.1	$ 32.2	$ 40.2	$ 48.1
	DIST.MANAGER	$ 23.2	$ 1.4	$ 24.6				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 23.2	$ 1.4	$ 24.6	$ 36.1			
	NO IN POSITION: 37							
$ 124.3	POSITION AVERAGE:	$ 44.3	$ 6.0	$ 50.3	$ 35.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS
MERCHANDISER
REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0	GROUP EXEC.	$ 55.4	$ 25.6	$ 81.0				
AND BELOW	VICE PRESIDENT	52.6	11.8	64.4		$ 44.9	$ 58.2	$ 69.2
	SENIOR V.P.				$ 33.7			
	NO IN POSITION: 3							
$ 79.0	WEIGHTED GROUP AVG:	$ 54.0	$ 18.7	$ 72.7	$ 33.7			
	NO IN POSITION: 3							
$ 79.0	POSITION AVERAGE:	$ 54.0	$ 18.7	$ 72.7	$ 33.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$175.0 AND BELOW	VICE PRESIDENT	$ 53.7	$ 7.9	$ 61.6		$ 42.1	$ 51.6	$ 60.9
	DIST.MANAGER	50.1	0.0	50.1		35.4	46.1	56.7
	SENIOR V.P.				$ 40.2			
	VICE PRESIDENT	40.0	3.6	43.6				
	DIST.MANAGER	36.1	3.9	40.0				
	C.O.O.				29.5			
	NO IN POSITION: 18							
$ 33.8	WEIGHTED GROUP AVG:	$ 44.0	$ 3.0	$ 47.0	$ 32.2			
NO SCOPE REPORTED	MANAGER				$ 29.4	$ 24.4	$ 30.4	$ 36.4
	NO IN POSITION: 60							
$ 33.8	POSITION AVERAGE:	$ 44.0	$ 3.0	$ 47.0	$ 29.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	CEO/PRESIDENT	$ 49.4	$ 1.3	$ 50.7		$ 37.8	$ 45.8	$ 53.7
	SENIOR V.P.	49.0	14.0	63.0				
	DIST.MANAGER	47.8	0.0	47.8		35.4	46.1	56.7
	CEO/PRESIDENT	44.5	4.0	48.5				
	EXEC. V.P.	40.6	6.8	47.4				
	SENIOR V.P.				$ 33.7			
	VICE PRESIDENT	30.8	2.4	33.2				
	C.O.O.				28.7			
	NO IN POSITION: 21							
$ 12.8	WEIGHTED GROUP AVG:	$ 41.6	$ 2.6	$ 44.2	$ 29.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 61.5	$ 15.8	$ 77.3		$ 44.9	$ 58.2	$ 69.2
	MANAGER				$ 34.2	32.2	40.2	48.1
	GROUP EXEC.	26.0	1.3	27.3				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 37.8	$ 6.2	$ 44.0	$ 34.2			
	NO IN POSITION: 31							
$ 12.8	POSITION AVERAGE:	$ 41.0	$ 3.1	$ 44.1	$ 32.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #2 - N. E. CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	CEO/PRESIDENT	$ 52.0	$ 4.7	$ 56.7				
	VICE PRESIDENT	47.8	7.6	55.4		$ 43.5	$ 55.5	$ 63.5
	EXEC. V.P.	41.6	7.6	49.2				
	DIST.MANAGER	38.1	0.0	38.1		32.2	41.9	51.6
	SENIOR V.P.				$ 34.2			
	VICE PRESIDENT	28.1	2.1	30.2				
	NO IN POSITION: 14							
$ 36.2	WEIGHTED GROUP AVG:	$ 39.3	$ 4.7	$ 44.0	$ 34.2			
	NO IN POSITION: 14							
$ 36.2	POSITION AVERAGE:	$ 39.3	$ 4.7	$ 44.0	$ 34.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	ASST. V.P./DIR	$ 49.7	$ 0.0	$ 49.7		$ 35.5	$ 46.1	$ 56.7
	SENIOR V.P.	45.3	6.3	51.6				
	GROUP EXEC.	43.5	8.5	52.0				
	GROUP EXEC.				$ 38.4			
	SENIOR V.P.				35.5			
	VICE PRESIDENT				31.9			
	NO IN POSITION: 30							
$ 76.3	WEIGHTED GROUP AVG:	$ 47.2	$ 3.6	$ 50.8	$ 34.3			
NO SCOPE REPORTED	MANAGER				$ 38.4	$ 32.2	$ 40.2	$ 48.1
	MANAGER	$ 36.2	$ 1.6	$ 37.8				
	MANAGER				35.7	30.9	36.7	42.7
	DIST.MANAGER				31.7			
	SENIOR V.P.	30.1	2.1	32.2				
	NO IN POSITION: 26							
	WEIGHTED GROUP AVG:	$ 33.2	$ 1.8	$ 35.0	$ 36.4			
	NO IN POSITION: 56							
$ 76.3	POSITION AVERAGE:	$ 42.7	$ 3.0	$ 45.7	$ 35.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	ASST. V.P./DIR	$ 49.4	$ 0.0	$ 49.4		$ 32.2	$ 41.9	$ 51.6
	SENIOR V.P.	45.7	6.7	52.4				
	VICE PRESIDENT				$ 39.1			
	SENIOR V.P.				34.0			
	NO IN POSITION: 8							
$ 39.9	WEIGHTED GROUP AVG:	$ 46.6	$ 5.1	$ 51.7	$ 35.3			
NO SCOPE REPORTED	MANAGER				$ 40.8	$ 32.2	$ 40.2	$ 48.1
	MANAGER	$ 29.0	$ 1.1	$ 30.1				
	GROUP EXEC.	29.0	3.0	32.0				
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 29.0	$ 1.7	$ 30.7	$ 40.8			
	NO IN POSITION: 14							
$ 39.9	POSITION AVERAGE:	$ 39.1	$ 3.6	$ 42.7	$ 37.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	ASST. V.P./DIR	$ 40.1	$ 0.0	$ 40.1		$ 32.2	$ 41.9	$ 51.6
	SENIOR V.P.	39.3	5.1	44.4				
	VICE PRESIDENT				$ 35.7			
	SENIOR V.P.				34.4			
	NO IN POSITION: 9							
$ 28.5	WEIGHTED GROUP AVG:	$ 39.7	$ 2.6	$ 42.3	$ 34.8			
NO SCOPE REPORTED	MANAGER				$ 39.5	$ 32.2	$ 40.2	$ 48.1
	MANAGER	$ 38.7	$ 1.6	$ 40.3				
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 38.7	$ 1.6	$ 40.3	$ 39.5			
	NO IN POSITION: 17							
$ 28.5	POSITION AVERAGE:	$ 39.4	$ 2.2	$ 41.6	$ 37.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND BELOW	SENIOR V.P.				$ 34.0			
	NO IN POSITION: 101							
$ 16.7	WEIGHTED GROUP AVG:				$ 34.0			
NO SCOPE REPORTED	MANAGER	$ 35.5	$ 6.4	$ 41.9				
	VICE PRESIDENT				$ 33.0			
	GROUP EXEC.	29.5	2.2	31.7				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 32.5	$ 4.3	$ 36.8	$ 33.0			
	NO IN POSITION: 104							
$ 16.7	POSITION AVERAGE:	$ 32.5	$ 4.3	$ 36.8	$ 34.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #2 - N. E. CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$40.0 AND BELOW	ASST. V.P./DIR	$ 47.5	$ 0.0	$ 47.5		$ 35.5	$ 46.1	$ 56.7
	VICE PRESIDENT	45.5	6.6	52.1				
	SENIOR V.P.				$ 34.0			
	GROUP EXEC.				31.6			
	VICE PRESIDENT				28.2			
	NO IN POSITION: 15							
$ 25.2	WEIGHTED GROUP AVG:	$ 46.7	$ 2.6	$ 49.3	$ 31.2			
NO SCOPE REPORTED	MANAGER				$ 37.7	$ 32.2	$ 40.2	$ 48.1
	MANAGER	$ 34.4	$ 1.4	$ 35.8				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 34.4	$ 1.4	$ 35.8	$ 37.7			
	NO IN POSITION: 26							
$ 25.2	POSITION AVERAGE:	$ 43.2	$ 2.3	$ 45.5	$ 35.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

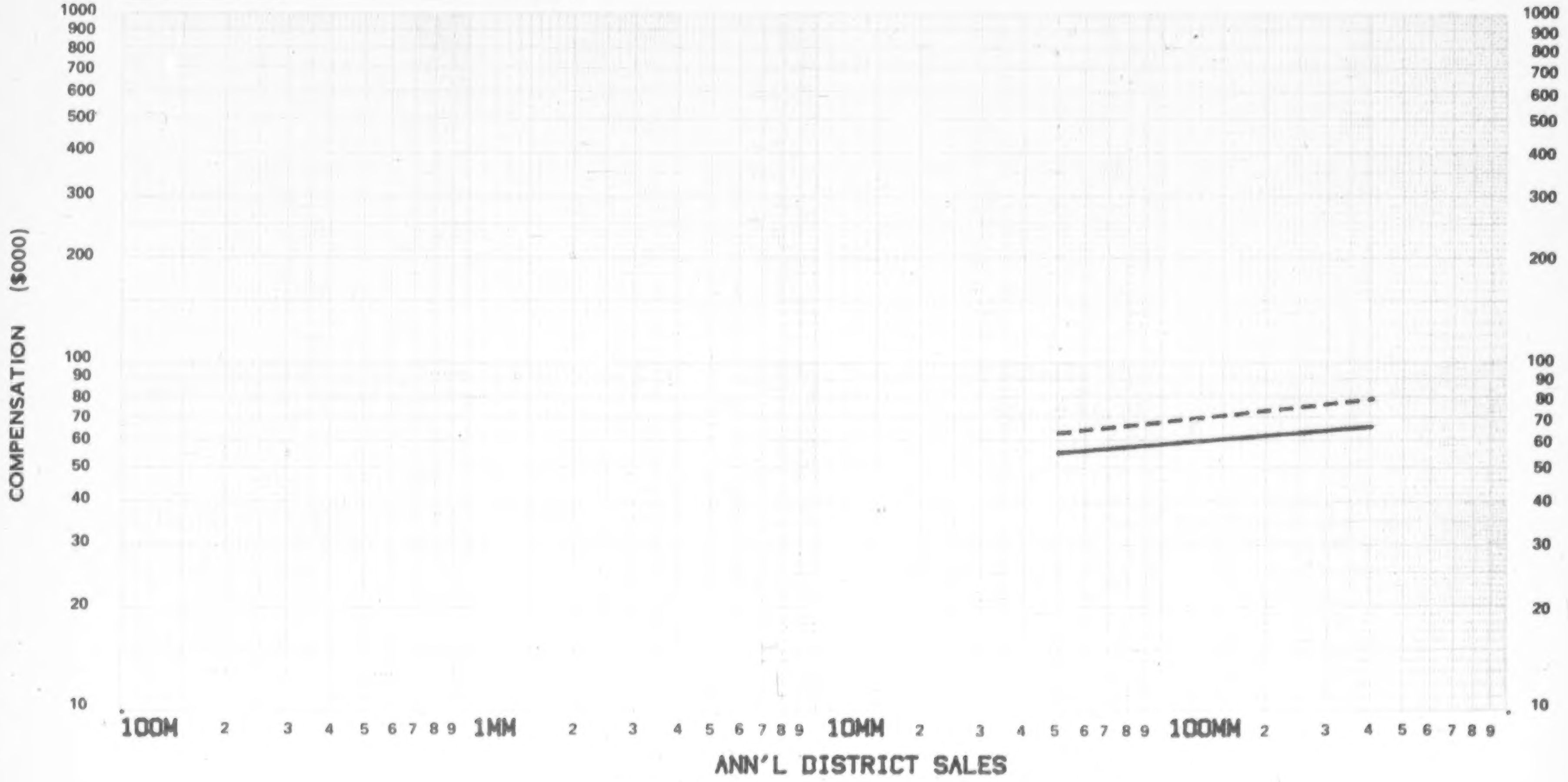
Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE		BONUS COMPANIES			NONBONUS	SALARY RANGE		
ANN'L DISTRICT SALES ($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	COMPANIES SALARY	MIN	MID	MAX
$150.1	VICE PRESIDENT	$ 73.8	$ 23.1	$ 96.9		$ 52.5	$ 65.4	$ 78.3
AND ABOVE	SENIOR V.P.	70.1	0.0	70.1		52.0	67.6	83.2
	SENIOR V.P.	60.8	10.1	70.9				
	SENIOR V.P.	50.0	16.0	66.0				
	NO IN POSITION: 22							
$ 295.5	WEIGHTED GROUP AVG:	$ 67.7	$ 13.2	$ 80.9				
$150.0	VICE PRESIDENT	$ 62.9	$ 18.9	$ 81.8		$ 48.0	$ 59.5	$ 70.9
AND BELOW	EXEC. V.P.	59.5	5.0	64.5				
	EXEC. V.P.	59.5	5.0	64.5				
	EXEC. V.P.				$ 46.8			
	EXEC. V.P.				46.4	40.5	44.8	49.0
	NO IN POSITION: 13							
$ 83.8	WEIGHTED GROUP AVG:	$ 61.2	$ 12.0	$ 73.2	$ 46.6			
NO SCOPE	CEO/PRESIDENT	$ 42.5	$ 4.2	$ 46.7				
REPORTED	CEO/PRESIDENT	35.7	2.5	38.2				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 38.0	$ 3.0	$ 41.0				
	NO IN POSITION: 38							
$ 216.8	POSITION AVERAGE:	$ 63.5	$ 12.0	$ 75.5	$ 46.6			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND			
Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.19	1.13
Bonus Co's Total Comp	------	0.22	1.16
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #2 - N. E. CENTRAL

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0 AND ABOVE	CEO/PRESIDENT	$ 62.1	$ 7.5	$ 69.6		$ 41.0	$ 49.8	$ 58.6
	DIST.MANAGER	55.9	20.0	75.9		44.1	56.0	69.9
	DIST.MANAGER	50.1	7.3	57.4				
	EXEC. V.P.	45.3	9.5	54.8				
	DIST.MANAGER	44.7	11.1	55.8				
	DIST.MANAGER	37.4	8.1	45.5				
	DIV. V.P./MGR.	36.5	10.9	47.4				
	GROUP EXEC.	31.3	1.3	32.6		38.8	43.5	47.8
	NO IN POSITION: 240							
$ 379.4	WEIGHTED GROUP AVG:	$ 50.6	$ 12.5	$ 63.1				
$299.9 TO $150.0	DIST.MANAGER	$ 50.3	$ 13.1	$ 63.4		$ 44.1	$ 56.0	$ 69.9
	DIST.MANAGER	45.2	11.2	56.4		41.1	51.1	63.1
	DIST.MANAGER	42.3	4.3	46.6				
	DIST.MANAGER				$ 42.2	34.5	37.8	41.0
	DIST.MANAGER	41.9	7.9	49.8				
	EXEC. V.P.	41.7	7.1	48.8				
	DIST.MANAGER				38.3	32.7	35.5	38.3
	DIST.MANAGER	36.0	6.7	42.7				
	NO IN POSITION: 246							
$ 215.7	WEIGHTED GROUP AVG:	$ 45.1	$ 8.2	$ 53.3	$ 40.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

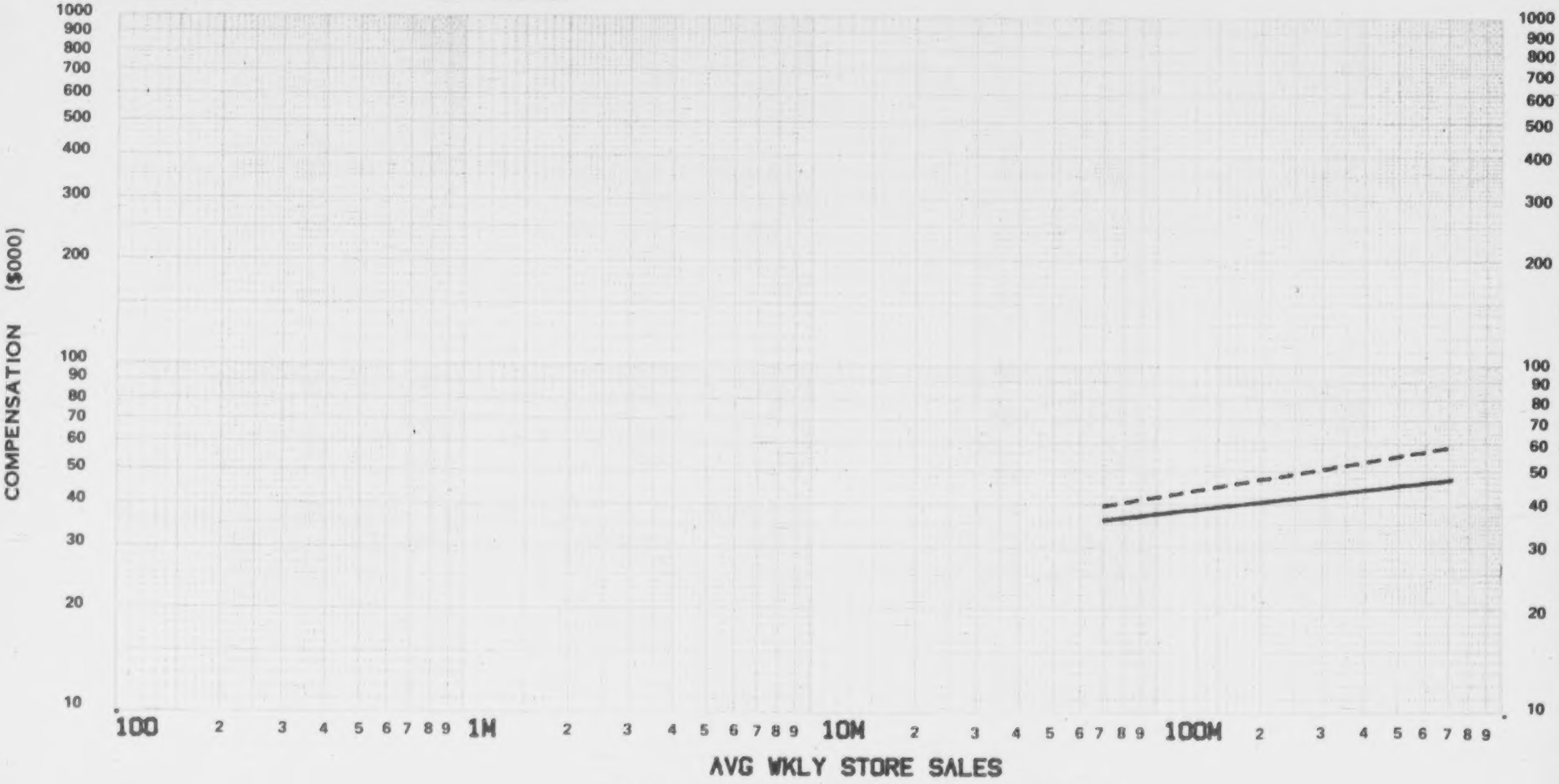
REGION #2 - N. E. CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$149.9 AND BELOW	DIST.MANAGER	$ 45.8	$ 8.0	$ 53.8		$ 39.0	$ 46.8	$ 57.2
	DIST.MANAGER	41.3	9.2	50.5		37.3	46.3	55.9
	DIST.MANAGER	40.7	2.7	43.4				
	DIST.MANAGER				$ 38.2	28.5	33.3	38.0
	DIST.MANAGER				38.1	28.5	32.3	36.0
	DIST.MANAGER	34.4	0.0	34.4				
	DIST.MANAGER	34.3	5.0	39.3				
	NO IN POSITION: 59							
$ 119.9	WEIGHTED GROUP AVG:	$ 42.4	$ 7.0	$ 49.4	$ 38.2			
NO SCOPE REPORTED	VICE PRESIDENT				$ 52.0	$ 42.6	$ 46.8	$ 52.0
	VICE PRESIDENT				47.6	40.6	44.7	49.9
	VICE PRESIDENT				46.4	38.0	41.6	46.8
	VICE PRESIDENT				40.0	34.8	39.0	43.7
	DIST.MANAGER	$ 31.7	$ 0.8	$ 32.5				
	DIST.MANAGER	27.6	0.7	28.3				
	DIST.MANAGER	27.4	0.8	28.2				
	DIST.MANAGER	24.9	0.8	25.7				
	DIST.MANAGER	24.6	0.8	25.4				
	DIST.MANAGER	20.9	0.8	21.7				
	DIST.MANAGER	19.6	0.8	20.4				
	NO IN POSITION: 41							
	WEIGHTED GROUP AVG:	$ 24.9	$ 0.8	$ 25.7	$ 47.5			
	NO IN POSITION: 586							
$ 277.4	POSITION AVERAGE:	$ 46.4	$ 9.7	$ 56.1	$ 40.7			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.18	1.18
Bonus Co's Total Comp - - - - - -	0.22	1.22
Nonbonus Co's Salary —.—.—.		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0 AND ABOVE	MANAGER	$ 46.4	$ 4.8	$ 51.2				
	MANAGER	41.5	9.8	51.3		$ 37.0	$ 45.9	$ 55.4
	MANAGER	39.1	2.6	41.7		28.8	33.5	39.1
	MANAGER	38.9	6.0	44.9		37.0	45.9	55.4
	MANAGER	38.7	3.0	41.7		30.4	36.3	42.3
	DIST.MANAGER	36.4	5.5	41.9				
	DIST.MANAGER	35.3	4.1	39.4				
	MANAGER				$ 31.4			
	MANAGER	31.2	3.5	34.7				
	MANAGER	30.3	2.8	33.1				
	MANAGER				27.6			
	MANAGER				26.7			
	NO IN POSITION:	338						
$ 343.8	WEIGHTED GROUP AVG:	$ 41.7	$ 6.3	$ 48.0	$ 29.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #2 - N. E. CENTRAL

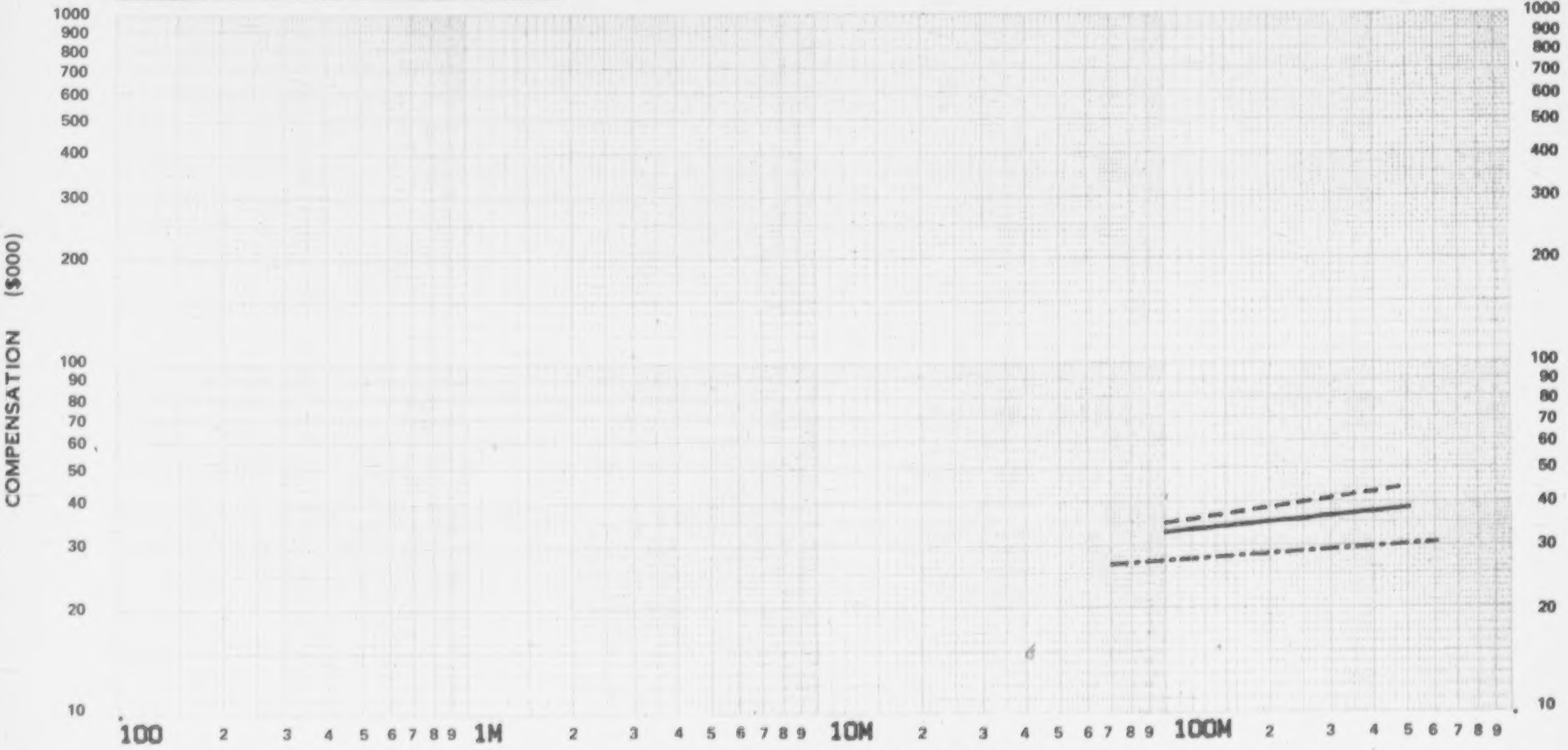
SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$249.9 AND BELOW	MANAGER	$ 36.1	$ 5.1	$ 41.2		$ 36.2	$ 43.8	$ 52.6
	DIST.MANAGER	33.7	1.4	35.1				
	MANAGER	32.9	3.3	36.2		35.4	41.9	49.9
	MANAGER				$ 32.0			
	MANAGER				31.7	26.3	28.8	31.2
	MANAGER				31.3	25.8	26.9	28.0
	MANAGER				30.5	22.5	25.5	28.5
	MANAGER				30.2	22.5	25.5	28.5
	MANAGER				24.4			
	MANAGER				23.1			
	NO IN POSITION: 223							
$ 185.5	WEIGHTED GROUP AVG:	$ 35.6	$ 4.7	$ 40.3	$ 31.3			
NO SCOPE REPORTED	MANAGER				$ 37.4	$ 31.7	$ 34.8	$ 39.5
	MANAGER				36.6	29.6	33.3	37.5
	MANAGER				32.2	28.6	31.7	35.4
	MANAGER				26.6	26.0	28.6	31.7
	MANAGER	$ 24.2	$ 0.8	$ 25.0				
	MANAGER	20.0	0.8	20.8				
	MANAGER	19.9	0.8	20.7				
	MANAGER	18.7	0.8	19.5				
	MANAGER	18.3	0.8	19.1				
	NO IN POSITION: 31							
	WEIGHTED GROUP AVG:	$ 19.9	$ 0.8	$ 20.7	$ 34.3			
	NO IN POSITION: 592							
$ 280.9	POSITION AVERAGE:	$ 40.0	$ 5.9	$ 45.9	$ 31.2			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.12	1.13
Bonus Co's Total Comp	------	0.18	1.14
Nonbonus Co's Salary	-.-.-.-	0.12	1.12



AVG WKLY STORE SALES

SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #2 - N. E. CENTRAL

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	MANAGER	$ 48.4	$ 6.3	$ 54.7				
AND ABOVE	MANAGER	35.5	2.2	37.7				
	MANAGER	35.5	1.2	36.7		$ 28.0	$ 33.3	$ 38.6
	MANAGER				$ 34.1			
	MANAGER				29.2			
	NO IN POSITION: 123							
$ 55.9	WEIGHTED GROUP AVG:	$ 47.6	$ 6.0	$ 53.6	$ 31.5			
$49.9	MANAGER	$ 32.4	$ 2.1	$ 34.5				
AND BELOW	MANAGER				$ 32.2			
	MANAGER	31.3	2.5	33.8				
					29.0			
	MANAGER				28.6			
	MANAGER				27.9			
	MANAGER				27.2			
	MANAGER	25.6	0.0	25.6		$ 25.6	$ 30.3	$ 32.0
	MANAGER				25.1			
	MANAGER				24.3			
	MANAGER				24.0			
	NO IN POSITION: 200							
$ 29.0	WEIGHTED GROUP AVG:	$ 28.1	$ 0.9	$ 29.0	$ 30.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #2 - N. E. CENTRAL

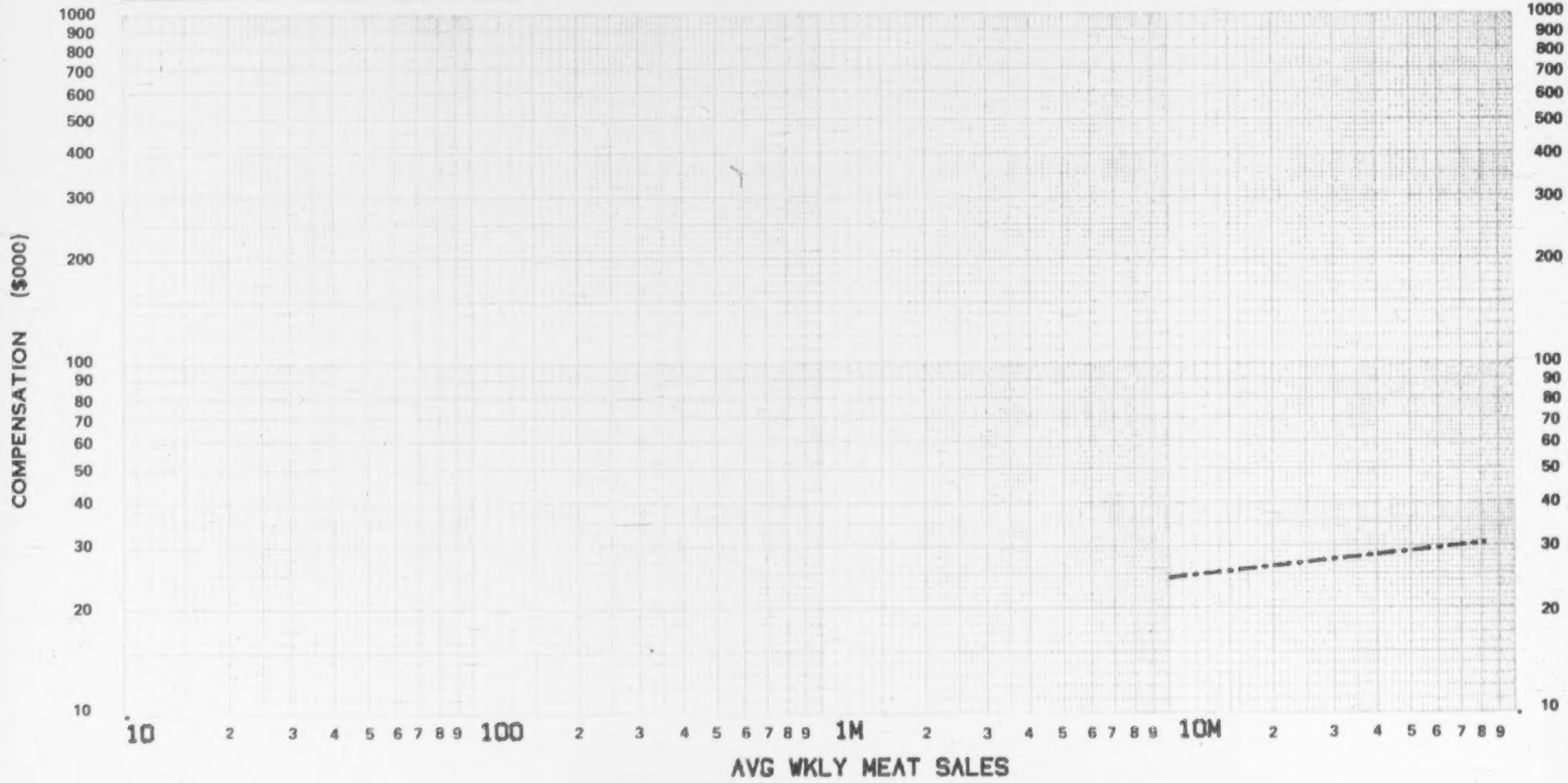
SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE REPORTED	MANAGER				$ 35.6	$ 30.7	$ 33.3	$ 35.6
	MANAGER				34.4	29.6	32.2	34.4
	MANAGER				33.8	29.1	30.9	33.8
	MANAGER				31.6	27.8	29.4	31.6
	MANAGER				30.9	27.8	29.4	30.9
	MANAGER	$ 26.9	$ 0.8	$ 27.7				
	MANAGER				25.9			
	MANAGER	24.9	0.8	25.7				
	MANAGER	24.9	0.8	25.7				
	MANAGER	23.7	0.8	24.5				
	MANAGER	20.5	0.8	21.3				
	NO IN POSITION: 40							
	WEIGHTED GROUP AVG:	$ 22.5	$ 0.8	$ 23.3	$ 33.0			
	NO IN POSITION: 363							
$ 39.3	POSITION AVERAGE:	$ 41.1	$ 4.6	$ 45.7	$ 30.8			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———		
Bonus Co's Total Comp	------		
Nonbonus Co's Salary	-.-.-.	0.30	1.11



SURVEY POSITION #48 - MEAT DEPARTMENT
MANAGER

REGION #2 - N. E. CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)
REGION #2 - N. E. CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
850.0 AND BELOW	DIV. V.P./MGR.	$ 78.7	$ 12.9	$ 91.6		$ 63.2	$ 78.9	$ 94.8
	SENIOR V.P.	42.6	3.3	45.9				
	EXEC. V.P.				$ 30.0			
	NO IN POSITION:	6						
593.9	WEIGHTED GROUP AVG:	$ 71.5	$ 11.0	$ 82.5	$ 30.0			
NO SCOPE REPORTED	SENIOR V.P.	$ 62.1	$ 0.0	$ 62.1		$ 62.3	$ 73.3	$ 84.3
	NO IN POSITION:	7						
593.9	POSITION AVERAGE:	$ 69.9	$ 9.2	$ 79.1	$ 30.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER
(WITHOUT TRANS.)
REGION #2 - N. E. CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
1000.0 AND BELOW	VICE PRESIDENT	$ 62.4	$ 17.6	$ 80.0		$ 48.0	$ 59.5	$ 70.9
	VICE PRESIDENT	60.0	0.0	60.0		47.2	61.4	75.5
	VICE PRESIDENT	59.0	13.2	72.2		44.9	58.2	69.2
	SENIOR V.P.	53.3	0.0	53.3		62.3	73.3	84.3
	VICE PRESIDENT	43.5	5.1	48.6				
	ASST. V.P./DIR	42.5	1.5	44.0				
	VICE PRESIDENT				$ 31.8	22.5	31.0	39.4
	NO IN POSITION: 64							
580.1	WEIGHTED GROUP AVG:	$ 45.1	$ 2.9	$ 48.0	$ 31.8			
NO SCOPE REPORTED	GROUP EXEC.				$ 57.3	$ 51.5	$ 66.7	$ 81.9
	GROUP EXEC.				55.7	42.6	55.5	68.4
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:				$ 56.5			
	NO IN POSITION: 68							
580.1	POSITION AVERAGE:	$ 45.1	$ 2.9	$ 48.0	$ 37.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

REGION #2 - N. E. CENTRAL

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$5.0 AND BELOW	CEO/PRESIDENT	$ 55.4	$ 25.7	$ 81.1				
	SENIOR V.P.	55.1	5.0	60.1				
	C.O.O.				$ 50.0			
	NO IN POSITION: 3							
$ 3.0	WEIGHTED GROUP AVG:	$ 55.3	$ 15.3	$ 70.6	$ 50.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 57.2	$ 0.0	$ 57.2		$ 52.0	$ 67.6	$ 83.2
	NO IN POSITION: 4							
$ 3.0	POSITION AVERAGE:	$ 55.9	$ 10.2	$ 66.1	$ 50.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #2 - N. E. CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0	MANAGER				$ 50.8	$ 37.8	$ 45.7	$ 53.7
AND BELOW	MANAGER				48.7			
	MANAGER				48.1			
	MANAGER				47.8			
	MANAGER				45.8	41.3	45.7	47.8
	MANAGER	$ 44.6	$ 2.9	$ 47.5				
	SENIOR V.P.	42.0	3.0	45.0				
	MANAGER				36.0	33.0	37.0	41.0
	NO IN POSITION: 100							
$ 27.6	WEIGHTED GROUP AVG:	$ 44.4	$ 2.9	$ 47.3	$ 44.6			

	NO IN POSITION: 100				
$ 27.6	POSITION AVERAGE:	$ 44.4	$ 2.9	$ 47.3	$ 44.6

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF
PHARMACIST
REGION #2 - N. E. CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0	MANAGER				$ 46.0			
AND BELOW	MANAGER				45.5	$ 34.9	$ 42.1	$ 49.2
	MANAGER				45.5			
	MANAGER				45.5			
	NO IN POSITION: 21							
$ 64.9	WEIGHTED GROUP AVG:				$ 45.5			
	NO IN POSITION: 21							
$ 64.9	POSITION AVERAGE:				$ 45.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$500.0 AND BELOW	ASST. V.P./DIR	$ 67.5	$ 24.9	$ 92.4		$ 52.4	$ 64.5	$ 76.5
	EXEC. V.P.				$ 57.0	40.0	48.8	57.5
	ASST. V.P./DIR	56.5	4.4	60.9				
	SENIOR V.P.				49.0	37.0	48.0	58.0
	GROUP EXEC.	40.0	0.0	40.0		33.5	36.7	40.0
	SENIOR V.P.	39.1	2.9	42.0		29.6	37.1	44.6
	ASST. V.P./DIR	35.0	0.0	35.0		29.3	38.3	47.3
	EXEC. V.P.	34.0	17.0	51.0				
	MANAGER	31.9	0.0	31.9		30.4	38.7	47.0
	ASST. V.P./DIR	28.3	5.0	33.3				
	C.O.O.	27.0	0.7	27.7				
	NO IN POSITION: 28							
$ 137.5	WEIGHTED GROUP AVG:	$ 36.8	$ 3.6	$ 40.4	$ 51.7			
NO SCOPE REPORTED	MANAGER	$ 43.2	$ 2.0	$ 45.2				
	NO IN POSITION: 30							
$ 137.5	POSITION AVERAGE:	$ 37.3	$ 3.4	$ 40.7	$ 51.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$175.0	VICE PRESIDENT	$ 58.0	$ 20.3	$ 78.3		$ 62.4	$ 77.2	$ 92.2
AND BELOW	VICE PRESIDENT				$ 49.6			
	SENIOR V.P.	48.7	1.8	50.5				
	ASST. V.P./DIR	40.8	3.6	44.4				
	EXEC. V.P.				40.2	30.0	36.5	43.0
	GROUP EXEC.	40.0	0.0	40.0		29.1	34.5	40.0
	MANAGER	37.7	0.0	37.7		30.4	38.7	47.0
	SENIOR V.P.	37.5	2.8	40.3		29.6	37.1	44.6
	ASST. V.P./DIR	37.2	0.0	37.2		29.3	38.3	47.3
	ASST. V.P./DIR	34.2	4.0	38.2				
	NO IN POSITION:	23						
$ 34.6	WEIGHTED GROUP AVG:	$ 40.5	$ 2.6	$ 43.1	$ 44.9			
NO SCOPE REPORTED	MANAGER	$ 37.7	$ 2.0	$ 39.7				
	NO IN POSITION:	24						
$ 34.6	POSITION AVERAGE:	$ 40.4	$ 2.5	$ 42.9	$ 44.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	VICE PRESIDENT	$ 53.3	$ 18.6	$ 71.9		$ 58.9	$ 72.8	$ 86.6
AND BELOW	ASST. V.P./DIR	43.8	1.8	45.6				
	EXEC. V.P.				$ 40.2	30.0	36.5	43.0
	EXEC. V.P.	39.0	1.4	40.4				
	SENIOR V.P.	38.9	2.9	41.8		29.6	37.1	44.6
	ASST. V.P./DIR	38.2	0.0	38.2		26.8	35.2	43.4
	GROUP EXEC.	37.5	0.0	37.5		35.0	36.3	37.5
	MANAGER	33.5	0.0	33.5		30.4	38.7	47.0
	ASST. V.P./DIR	31.2	4.0	35.2				
		28.6	18.4	47.0				
	NO IN POSITION: 24							
$ 20.8	WEIGHTED GROUP AVG:	$ 38.0	$ 2.8	$ 40.8	$ 40.2			
NO SCOPE REPORTED	MANAGER	$ 42.0	$ 2.0	$ 44.0				
	NO IN POSITION: 26							
$ 20.8	POSITION AVERAGE:	$ 38.3	$ 2.7	$ 41.0	$ 40.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 28 - FROZEN FOODS
MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNL FROZEN FOOD SLS ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$25.0 AND BELOW	C.O.O. EXEC. V.P.	$ 49.4 31.2	$ 3.0 13.8	$ 52.4 45.0				
	NO IN POSITION: 2							
$ 14.9	WEIGHTED GROUP AVG:	$ 40.3	$ 8.4	$ 48.7				
NO SCOPE REPORTED	MANAGER	$ 45.6	$ 2.0	$ 47.6				
	NO IN POSITION: 3							
$ 14.9	POSITION AVERAGE:	$ 42.1	$ 6.2	$ 48.3				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0	EXEC. V.P.				$ 40.2	$ 30.0	$ 36.5	$ 43.0
AND BELOW	DIST.MANAGER	$ 37.7	$ 1.4	$ 39.1				
	ASST. V.P./DIR	32.5	0.0	32.5		26.8	35.2	43.4
	ASST. V.P./DIR	32.4	4.0	36.4				
	REG. V.P./MGR.	32.3	2.4	34.7		29.6	37.1	44.6
	MANAGER	29.2	0.0	29.2		30.4	38.7	47.0
	EXEC. V.P.	24.7	11.3	36.0				
	NO IN POSITION: 12							
$ 29.5	WEIGHTED GROUP AVG:	$ 31.3	$ 2.2	$ 33.5	$ 40.2			
NO SCOPE REPORTED	MANAGER	$ 41.2	$ 2.0	$ 43.2				
	NO IN POSITION: 15							
$ 29.5	POSITION AVERAGE:	$ 33.4	$ 2.2	$ 35.6	$ 40.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0 AND BELOW	VICE PRESIDENT	$ 49.6	$ 13.0	$ 62.6		$ 49.5	$ 60.6	$ 71.7
	C.O.O.	47.1	2.5	49.6				
	EXEC. V.P.				$ 36.5	30.0	36.5	43.0
	BOARD OF DIR.	36.4	10.6	47.0				
	ASST. V.P./DIR	35.1	7.0	42.1				
	MANAGER	33.9	0.0	33.9		30.4	38.7	47.0
	REG. V.P./MGR.	32.2	2.4	34.6		29.6	37.1	44.6
	NO IN POSITION: 15							
$ 8.8	WEIGHTED GROUP AVG:	$ 36.7	$ 3.9	$ 40.6	$ 36.5			
NO SCOPE REPORTED	MANAGER	$ 45.5	$ 2.0	$ 47.5				
	ASST. V.P./DIR	28.4	0.0	28.4		$ 26.8	$ 35.2	$ 43.4
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 31.8	$ 0.4	$ 32.2				
	NO IN POSITION: 20							
$ 8.8	POSITION AVERAGE:	$ 35.4	$ 3.0	$ 38.4	$ 36.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #3 - WEST CENTRAL

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0 AND BELOW	VICE PRESIDENT	$ 48.6	$ 5.9	$ 54.5				
	SENIOR V.P.				$ 48.0			
	VICE PRESIDENT	46.7	12.3	59.0		$ 49.5	$ 60.6	$ 71.7
	C.O.O.	44.4	2.8	47.2				
	EXEC. V.P.				40.2	30.0	36.5	43.0
	VICE PRESIDENT	35.6	0.0	35.6		30.4	38.7	47.0
	BOARD OF DIR.	33.8	18.2	52.0				
	GROUP EXEC.	31.2	0.0	31.2		26.0	33.0	40.0
	ASST. V.P./DIR	30.4	1.8	32.2				
	NO IN POSITION:	11						
$ 12.6	WEIGHTED GROUP AVG:	$ 39.9	$ 5.2	$ 45.1	$ 44.1			
NO SCOPE REPORTED	MANAGER	$ 52.8	$ 2.0	$ 54.8				
	ASST. V.P./DIR	28.4	0.0	28.4		$ 26.8	$ 35.2	$ 43.4
	REG. V.P./MGR.	27.8	2.1	29.9		27.5	34.3	41.2
	NO IN POSITION:	10						
	WEIGHTED GROUP AVG:	$ 30.5	$ 1.3	$ 31.8				
	NO IN POSITION:	21						
$ 12.6	POSITION AVERAGE:	$ 35.0	$ 3.1	$ 38.1	$ 44.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$200.0 AND BELOW	SENIOR V.P.	$ 57.2	$ 3.5	$ 60.7				
	ASST. V.P./DIR				$ 42.5	$ 41.4	$ 50.3	$ 59.2
	ASST. V.P./DIR	37.9	2.7	40.6				
	MANAGER				31.7	30.8	39.8	48.9
	NO IN POSITION: 43							
$ 33.3	WEIGHTED GROUP AVG:	$ 44.3	$ 3.0	$ 47.3	$ 32.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 46.9	$ 0.0	$ 46.9				
	REG. V.P./MGR.	37.0	2.8	39.8		$ 29.6	$ 37.1	$ 44.6
	ASST. V.P./DIR	30.0	0.0	30.0		29.3	38.3	47.3
	VICE PRESIDENT				$ 25.7	25.6	32.6	39.6
	NO IN POSITION: 24							
	WEIGHTED GROUP AVG:	$ 36.3	$ 0.7	$ 37.0	$ 25.7			
	NO IN POSITION: 67							
$ 33.3	POSITION AVERAGE:	$ 37.4	$ 1.0	$ 38.4	$ 31.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	SENIOR V.P.	$ 53.5	$ 3.4	$ 56.9				
	DIV. V.P./MGR.				$ 43.2	$ 41.4	$ 50.3	$ 59.2
	MANAGER				30.6	30.8	36.9	43.1
	NO IN POSITION: 15							
$ 26.5	WEIGHTED GROUP AVG:	$ 53.5	$ 3.4	$ 56.9	$ 32.4			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 41.2	$ 0.0	$ 41.2				
	REG. V.P./MGR.	39.0	2.9	41.9		$ 29.6	$ 37.1	$ 44.6
	VICE PRESIDENT				$ 34.9	30.4	38.7	47.0
	ASST. V.P./DIR	32.1	0.0	32.1		29.3	38.3	47.3
	NO IN POSITION: 8							
	WEIGHTED GROUP AVG:	$ 36.3	$ 0.5	$ 36.8	$ 34.9			
	NO IN POSITION: 23							
$ 26.5	POSITION AVERAGE:	$ 38.7	$ 0.9	$ 39.6	$ 32.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$100.0	SENIOR V.P.	$ 72.2	$ 6.5	$ 78.7				
AND BELOW	DIV. V.P./MGR.	46.3	8.2	54.5		$ 44.0	$ 53.6	$ 63.2
	ASST. V.P./DIR	32.7	1.9	34.6				
	NO IN POSITION: 3							
$ 49.4	WEIGHTED GROUP AVG:	$ 50.4	$ 5.5	$ 55.9				
NO SCOPE	ASST. V.P./DIR	$ 44.1	$ 0.0	$ 44.1				
REPORTED	REG. V.P./MGR.	39.0	2.9	41.9		$ 29.6	$ 37.1	$ 44.6
	ASST. V.P./DIR	34.3	0.0	34.3		29.3	38.3	47.3
	VICE PRESIDENT				$ 32.7	25.6	32.6	39.6
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 38.5	$ 1.1	$ 39.6	$ 32.7			
	NO IN POSITION: 13							
$ 49.4	POSITION AVERAGE:	$ 41.8	$ 2.3	$ 44.1	$ 32.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #3 - WEST CENTRAL

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0	ASST. V.P./DIR				$ 34.5	$ 34.8	$ 41.7	$ 48.6
AND BELOW	ASST. V.P./DIR	$ 26.4	$ 1.8	$ 28.2				
	NO IN POSITION: 2							
$ 28.5	WEIGHTED GROUP AVG:	$ 26.4	$ 1.8	$ 28.2	$ 34.5			
NO SCOPE	ASST. V.P./DIR	$ 46.8	$ 0.0	$ 46.8				
REPORTED	ASST. V.P./DIR	32.4	0.0	32.4		$ 27.9	$ 36.5	$ 45.0
	VICE PRESIDENT				$ 25.7	25.6	32.6	39.6
	NO IN POSITION: 6							
	WEIGHTED GROUP AVG:	$ 38.2	$ 0.0	$ 38.2	$ 25.7			
	NO IN POSITION: 8							
$ 28.5	POSITION AVERAGE:	$ 36.2	$ 0.3	$ 36.5	$ 30.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER
REGION #3 - WEST CENTRAL

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$400.0	C.O.O.				$ 83.0	$ 91.3	$114.1	$136.9
AND BELOW	C.O.O.	$ 58.1	$ 5.3	$ 63.4				
	NO IN POSITION:	9						
$ 180.8	WEIGHTED GROUP AVG:	$ 58.1	$ 5.3	$ 63.4	$ 83.0			
NO SCOPE REPORTED	C.O.O.	$ 65.7	$ 4.9	$ 70.6		$ 53.6	$ 67.8	$ 82.0
	NO IN POSITION:	14						
$ 180.8	POSITION AVERAGE:	$ 61.6	$ 5.1	$ 66.7	$ 83.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND ABOVE	VICE PRESIDENT	$ 78.8	$ 21.5	$100.3		$ 74.3	$ 92.7	$111.2
	EXEC. V.P.	70.0	19.0	89.0				
	DIV. V.P./MGR.	69.3	6.7	76.0		53.6	67.0	83.8
	ASST. V.P./DIR	65.5	14.5	80.0				
	BOARD OF DIR.				$ 60.0			
	ASST. V.P./DIR	54.3	15.0	69.3				
	REG. V.P./MGR.	53.9	20.8	74.7				
	NO IN POSITION: 44							
$ 201.1	WEIGHTED GROUP AVG:	$ 64.3	$ 15.2	$ 79.5	$ 60.0			

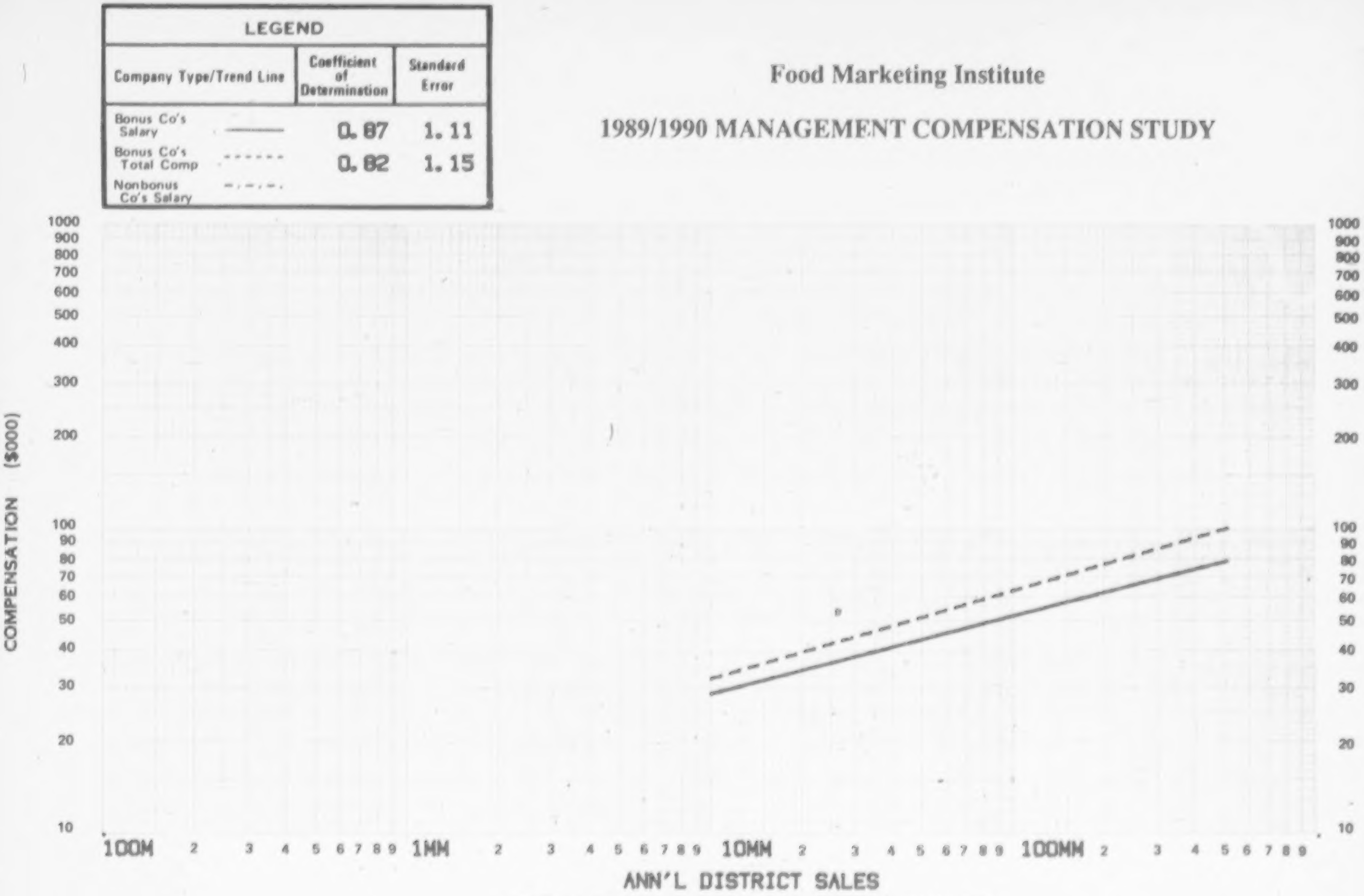
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$124.9 AND BELOW	SENIOR V.P.				$ 64.4			
	DIV. V.P./MGR.				60.0	$ 56.5	$ 75.2	$ 93.9
	SENIOR V.P.	$ 56.0	$ 0.0	$ 56.0				
	VICE PRESIDENT	55.3	22.6	77.9				
	DIV. V.P./MGR.				52.0	56.5	75.2	93.9
	REG. V.P./MGR.	51.4	16.1	67.5				
	DIV. V.P./MGR.				50.3	56.5	75.2	93.9
	C.O.O.	45.7	4.6	50.3				
	GROUP EXEC.	42.7	0.0	42.7		35.0	39.0	43.0
	GROUP EXEC.	32.5	0.0	32.5		30.0	31.2	32.5
	GROUP EXEC.	32.5	18.4	50.9		30.0	31.2	32.5
	NO IN POSITION: 27							
$ 89.3	WEIGHTED GROUP AVG:	$ 51.0	$ 9.5	$ 60.5	$ 56.9			
NO SCOPE REPORTED	VICE PRESIDENT	$ 66.3	$ 15.0	$ 81.3				
	VICE PRESIDENT	63.5	0.0	63.5				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 65.0	$ 8.2	$ 73.2				
	NO IN POSITION: 82							
$ 158.6	POSITION AVERAGE:	$ 60.7	$ 12.6	$ 73.3	$ 57.3			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0	DIST.MANAGER	$ 57.2	$ 12.0	$ 69.2				
AND ABOVE	DIST.MANAGER	56.4	3.6	60.0				
	DIST.MANAGER	56.4	24.7	81.1				
	DIST.MANAGER	52.6	10.0	62.6		$ 43.0	$ 47.5	$ 52.0
	DIST.MANAGER	52.0	6.0	58.0		43.0	47.5	52.0
	DIST.MANAGER	51.1	11.9	63.0		48.6	49.8	51.1
	DIST.MANAGER	47.9	44.9	92.8				
	DIST.MANAGER	46.0	2.0	48.0				
	DIST.MANAGER	44.4	1.1	45.5				
	DIST.MANAGER	43.6	5.6	49.2				
	EXEC. V.P.	39.0	46.0	85.0				
	DIST.MANAGER				$ 36.4	32.0	37.0	42.0
	EXEC. V.P.	36.0	38.0	74.0				
	NO IN POSITION: 337							
$ 375.4	WEIGHTED GROUP AVG:	$ 51.6	$ 24.9	$ 76.5	$ 36.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9	EXEC. V.P.				$ 55.0			
TO	DIST.MANAGER	$ 48.5	$ 19.3	$ 67.8				
$200.0	DIST.MANAGER	46.0	2.0	48.0				
	DIST.MANAGER	44.5	16.4	60.9				
	DIST.MANAGER	44.4	1.1	45.5				
	DIST.MANAGER	43.1	10.0	53.1				
	DIST.MANAGER				36.6	$ 30.0	$ 36.0	$ 42.0
	NO IN POSITION: 245							
$ 239.0	WEIGHTED GROUP AVG:	$ 47.1	$ 16.0	$ 63.1	$ 40.7			
$199.9	DIST.MANAGER	$ 56.4	$ 0.0	$ 56.4				
TO	EXEC. V.P.				$ 55.0			
$150.0	DIST.MANAGER	48.5	9.4	57.9				
	DIST.MANAGER	47.5	7.6	55.1		$ 46.5	$ 47.6	$ 48.6
	DIST.MANAGER	43.2	2.8	46.0				
	DIST.MANAGER	43.1	15.2	58.3				
	DIST.MANAGER	42.5	6.1	48.6				
	DIST.MANAGER	42.3	1.0	43.3				
	DIST.MANAGER				33.2	30.0	33.3	36.5
	GROUP EXEC.	32.5	18.4	50.9		30.0	31.2	32.5
	GROUP EXEC.	30.4	8.3	38.7		30.0	31.3	32.5
	NO IN POSITION: 190							
$ 173.8	WEIGHTED GROUP AVG:	$ 45.9	$ 8.7	$ 54.6	$ 35.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$149.9	DIST.MANAGER	$ 48.4	$ 6.0	$ 54.4				
TO	DIST.MANAGER	45.9	5.0	50.9		$ 45.0	$ 45.8	$ 46.5
$100.0	DIST.MANAGER	42.5	11.8	54.3				
	DIST.MANAGER	41.3	1.0	42.3				
	DIST.MANAGER	39.5	2.6	42.1				
	DIST.MANAGER	39.1	7.2	46.3				
	GROUP EXEC.	36.6	0.0	36.6				
	GROUP EXEC.	32.5	0.0	32.5		30.0	31.3	32.5
	GROUP EXEC.	32.4	4.3	36.7		28.0	32.5	37.0
	DIST.MANAGER				$ 32.2	28.0	31.7	35.5
	NO IN POSITION: 155							
$ 129.0	WEIGHTED GROUP AVG:	$ 43.8	$ 6.2	$ 50.0	$ 32.2			
$99.9	DIST.MANAGER	$ 46.5	$ 0.0	$ 46.5				
TO	DIST.MANAGER	41.4	9.1	50.5				
$75.0	DIST.MANAGER	38.4	1.6	40.0				
	DIST.MANAGER	38.2	0.9	39.1				
	DIST.MANAGER	35.4	2.3	37.7				
	GROUP EXEC.	32.5	0.0	32.5		$ 30.0	$ 31.3	$ 32.5
	GROUP EXEC.	31.9	0.0	31.9		31.0	31.5	32.0
	DIST.MANAGER				$ 30.8	27.5	31.4	35.3
	DIST.MANAGER				29.3	27.0	31.0	35.0
	NO IN POSITION: 62							
$ 84.6	WEIGHTED GROUP AVG:	$ 40.3	$ 4.2	$ 44.5	$ 30.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #3 - WEST CENTRAL

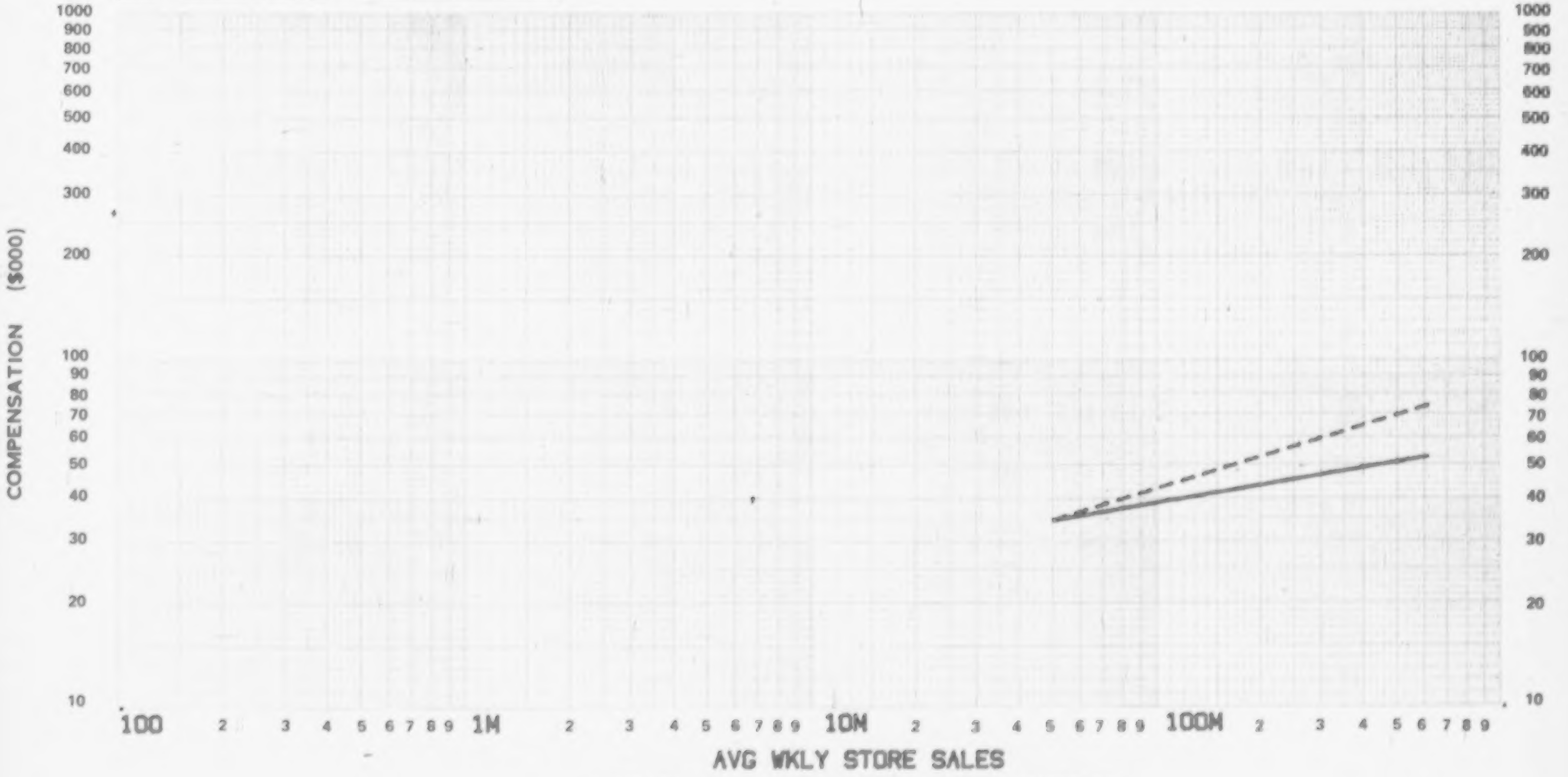
SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$74.9 AND BELOW	DIST.MANAGER	$ 56.4	$ 0.6	$ 57.0				
	DIST.MANAGER	40.9	6.0	46.9				
	EXEC. V.P.				$ 40.0			
	DIST.MANAGER	38.2	0.9	39.1				
	DIST.MANAGER	35.4	2.3	37.7				
	DIST.MANAGER	35.0	1.0	36.0				
	GROUP EXEC.	30.4	2.6	33.0		$ 30.0	$ 32.0	$ 34.0
	DIST.MANAGER				27.6	22.0	24.8	27.7
	DIST.MANAGER	26.0	2.8	28.8				
	NO IN POSITION: 33							
$ 57.8	WEIGHTED GROUP AVG:	$ 38.3	$ 4.0	$ 42.3	$ 30.7			
NO SCOPE REPORTED	DIST.MANAGER	$ 51.3	$ 10.0	$ 61.3				
	DIST.MANAGER	44.2	0.0	44.2				
	REG. V.P./MGR.	42.5	0.0	42.5				
	REG. V.P./MGR.	42.5	0.0	42.5				
	REG. V.P./MGR.	41.5	0.0	41.5				
	REG. V.P./MGR.	40.6	0.0	40.6				
	REG. V.P./MGR.	40.3	0.0	40.3				
	NO IN POSITION: 224							
	WEIGHTED GROUP AVG:	$ 44.9	$ 2.9	$ 47.8				
	NO IN POSITION: 1246							
$ 239.9	POSITION AVERAGE:	$ 46.9	$ 13.1	$ 60.1	$ 34.2			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.35	1.18
Bonus Co's Total Comp	------	0.58	1.20
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #48 - STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0	MANAGER	$ 42.3	$ 6.5	$ 48.8				
AND ABOVE	MANAGER	40.8	1.1	41.9				
	MANAGER	40.8	11.1	51.9				
	EXEC. V.P.				$ 38.5			
	MANAGER	36.9	0.9	37.8				
	MANAGER	32.2	1.6	33.8				
		31.2	8.8	40.0				
		28.0	7.0	35.0				
	MANAGER				26.7			
	MANAGER				26.7			
	MANAGER	26.0	0.0	26.0				
	NO IN POSITION: 182							
$ 349.5	WEIGHTED GROUP AVG:	$ 38.1	$ 6.4	$ 44.5	$ 31.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

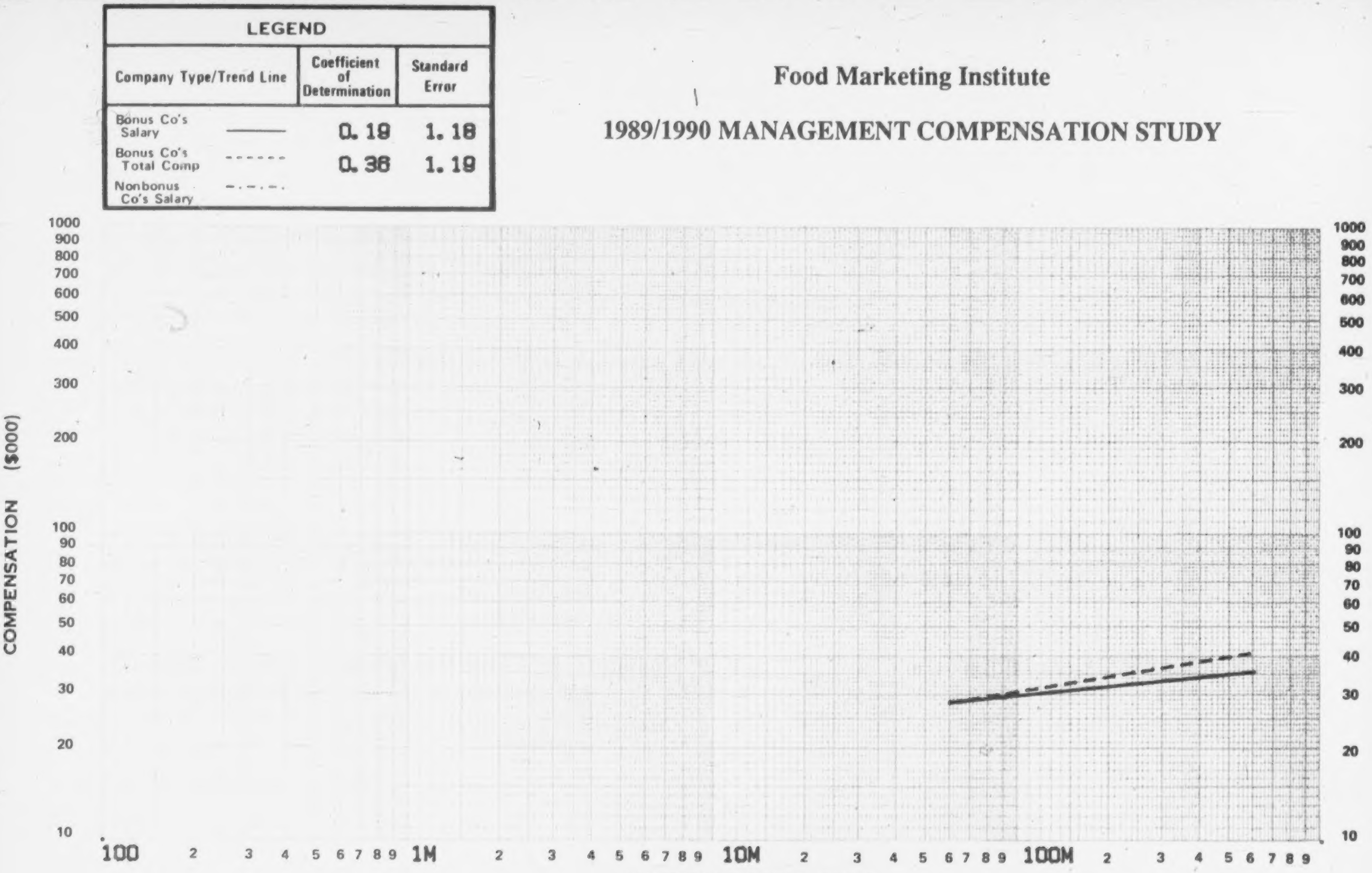
SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$199.9	MANAGER	$ 40.8	$ 0.0	$ 40.8				
TO	EXEC. V.P.				$ 38.5			
$100.0	MANAGER	36.9	0.9	37.8				
	MANAGER	35.2	0.9	36.1				
	MANAGER	35.1	3.6	38.7				
	EXEC. V.P.				35.0			
	MANAGER	32.5	0.0	32.5				
	MANAGER	28.5	1.5	30.0				
	MANAGER	28.1	1.9	30.0				
	MANAGER	27.5	0.2	27.7				
	MANAGER	27.3	0.0	27.3				
	MANAGER	27.3	0.0	27.3				
	MANAGER	27.3	3.2	30.5				
	MANAGER				26.7			
	MANAGER				26.7			
	MANAGER	26.0	0.0	26.0				
	MANAGER				26.0	$ 22.5	$ 27.2	$ 32.0
	MANAGER				26.0	23.0	27.7	32.5
	MANAGER				24.7	22.0	26.5	31.0
	MANAGER				24.1	22.0	25.3	28.6
	NO IN POSITION: 267							
$ 154.6	WEIGHTED GROUP AVG:	$ 33.9	$ 2.1	$ 36.0	$ 26.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$99.9	MANAGER	$ 33.5	$ 0.8	$ 34.3				
AND BELOW	MANAGER	32.6	0.0	32.6				
	MANAGER	32.5	0.0	32.5				
	MANAGER	32.5	0.0	32.5				
	MANAGER	32.5	0.0	32.5				
	MANAGER	32.5	0.0	32.5				
	MANAGER	31.7	0.8	32.5				
	MANAGER	28.4	0.0	28.4				
	MANAGER				$ 26.7			
	MANAGER				26.7			
	MANAGER	26.5	0.0	26.5				
	MANAGER	26.3	0.0	26.3				
	MANAGER	23.4	0.0	23.4				
	MANAGER				22.4	$ 20.5	$ 22.6	$ 24.7
	MANAGER	22.1	0.0	22.1				
	MANAGER				20.9	18.1	21.1	24.0
	MANAGER	20.8	0.0	20.8				
	MANAGER				18.5	15.2	18.6	22.0
	NO IN POSITION: 261							
$ 65.7	WEIGHTED GROUP AVG:	$ 32.0	$ 0.1	$ 32.1	$ 22.4			
NO SCOPE	MANAGER	$ 36.0	$ 1.5	$ 37.5				
REPORTED	MANAGER	32.8	0.0	32.8				
	MANAGER	32.0	0.0	32.0				
	NO IN POSITION: 303							
	WEIGHTED GROUP AVG:	$ 33.2	$ 0.5	$ 33.7				
	NO IN POSITION: 1013							
$ 171.9	POSITION AVERAGE:	$ 34.0	$ 1.8	$ 35.8	$ 25.8			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.19	1.18
Bonus Co's Total Comp	- - - - - -	0.36	1.19
Nonbonus Co's Salary	-·-·-·		

SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND ABOVE	MANAGER	$ 40.5	$ 1.0	$ 41.5				
	MANAGER	39.7	1.0	40.7				
	MANAGER	39.1	2.2	41.3				
	MANAGER	36.5	2.0	38.5				
	MANAGER	36.4	5.2	41.6				
	MANAGER				$ 34.5	$ 32.0	$ 34.0	$ 36.0
	MANAGER				32.7	31.5	33.3	35.0
	MANAGER				30.9	27.0	32.5	38.0
	MANAGER				29.2			
	MANAGER				29.2			
	MANAGER	29.1	2.9	32.0		24.9	27.0	29.1
	MANAGER				28.7	26.0	29.3	32.5
	EXEC. V.P.				27.2			
	MANAGER	27.0	2.0	29.0				
	NO IN POSITION: 154							
$ 34.2	WEIGHTED GROUP AVG:	$ 33.7	$ 3.1	$ 36.8	$ 30.0			

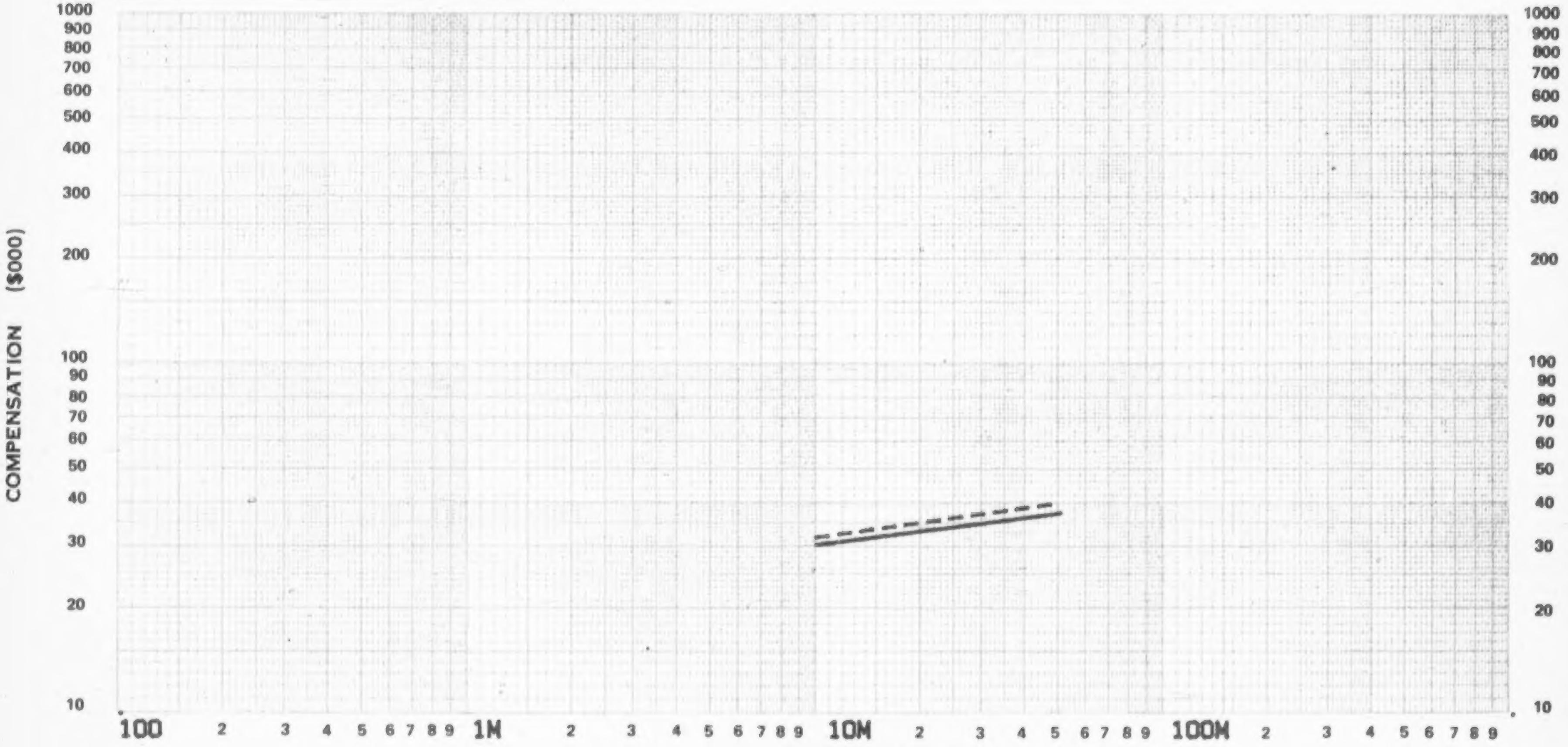
FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #3 - WEST CENTRAL

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$24.9 AND BELOW	MANAGER	$ 38.3	$ 1.0	$ 39.3				
	MANAGER	37.1	1.9	39.0				
	MANAGER	35.7	1.2	36.9				
	MANAGER	35.1	0.8	35.9				
	MANAGER	33.4	0.7	34.1				
	MANAGER				$ 29.2			
	MANAGER				29.2			
	MANAGER				27.9	$ 19.0	$ 25.3	$ 31.5
	MANAGER	27.0	3.0	30.0		24.9	27.0	29.1
	MANAGER	27.0	3.0	30.0		24.9	27.0	29.1
	MANAGER				25.3	19.0	24.8	30.7
	EXEC. V.P.				23.4			
	EXEC. V.P.				23.3			
	NO IN POSITION: 219							
$ 19.1	WEIGHTED GROUP AVG:	$ 36.0	$ 1.6	$ 37.6	$ 27.4			
NO SCOPE REPORTED	MANAGER	$ 36.3	$ 0.0	$ 36.3				
		29.9	15.1	45.0				
		29.9	28.1	58.0				
	MANAGER	28.6	0.0	28.6				
	MANAGER				$ 27.4			
	MANAGER	27.3	0.4	27.7				
	MANAGER	26.7	0.0	26.7				
	MANAGER				26.5			
	MANAGER	26.0	0.0	26.0				
	NO IN POSITION: 284							
	WEIGHTED GROUP AVG:	$ 31.0	$ 2.2	$ 33.2	$ 27.0			
	NO IN POSITION: 657							
$ 25.3	POSITION AVERAGE:	$ 33.4	$ 2.2	$ 35.6	$ 27.7			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ———	0.15	1.15
Bonus Co's Total Comp - - - - - -	0.23	1.13
Nonbonus Co's Salary –·–·–·		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT MANAGER

REGION #3 - WEST CENTRAL

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER (W/TRANSPORTATION)

REGION #3 - WEST CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
700.0 AND BELOW	GROUP EXEC.	$ 78.3	$ 8.0	$ 86.3		$ 61.7	$ 77.1	$ 96.4
	DIV. V.P./MGR.	72.3	9.1	81.4		58.3	72.7	87.2
	ASST. V.P./DIR	64.2	20.5	84.7		58.9	72.8	86.6
	DIV. V.P./MGR.	58.0	8.4	66.4		52.8	70.4	88.0
	SENIOR V.P.	57.3	3.7	61.0				
	C.O.O.	55.9	15.0	70.9				
	C.O.O.	44.9	4.6	49.5				
	NO IN POSITION: 30							
441.5	WEIGHTED GROUP AVG:	$ 62.7	$ 8.8	$ 71.5				
	NO IN POSITION: 30							
441.5	POSITION AVERAGE:	$ 62.7	$ 8.8	$ 71.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #3 - WEST CENTRAL

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
200.0 AND ABOVE	DIV. V.P./MGR.	$ 48.7	$ 8.5	$ 57.2		$ 46.8	$ 57.1	$ 67.4
	DIST.MANAGER	48.1	3.6	51.7		39.9	50.2	60.5
	VICE PRESIDENT	45.6	0.0	45.6		36.1	46.0	55.9
	DIV. V.P./MGR.				$ 45.3	43.8	53.6	63.5
	MANAGER	44.9	1.3	46.2		38.9	51.8	64.8
	DIV. V.P./MGR.				43.5	34.9	41.9	48.9
	DIV. V.P./MGR.				40.0	34.9	41.9	48.9
	DIV. V.P./MGR.				35.0	34.9	41.9	48.9
	NO IN POSITION: 19							
420.1	WEIGHTED GROUP AVG:	$ 45.8	$ 2.2	$ 48.0	$ 41.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)
REGION #3 - WEST CENTRAL

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
199.9	ASST. V.P./DIR	$ 44.5	$ 0.0	$ 44.5				
AND BELOW	VICE PRESIDENT	41.7	0.0	41.7		$ 36.1	$ 46.0	$ 55.9
	VICE PRESIDENT	40.7	0.0	40.7		36.1	46.0	55.9
	VICE PRESIDENT	40.7	0.0	40.7		36.1	46.0	55.9
	VICE PRESIDENT	40.6	6.0	46.6				
	DIV. V.P./MGR.				$ 40.5	34.9	41.9	48.9
	DIV. V.P./MGR.				40.0	30.8	36.9	43.1
	DIV. V.P./MGR.				37.3	30.8	36.9	43.1
	DIV. V.P./MGR.				33.0	30.8	36.9	43.1
	DIV. V.P./MGR.				32.5	34.9	41.9	48.9
	DIV. V.P./MGR.				32.5	34.9	41.9	48.9
	NO IN POSITION:	15						
140.7	WEIGHTED GROUP AVG:	$ 42.5	$ 1.3	$ 43.8	$ 36.0			
NO SCOPE	EXEC. V.P.	$ 61.2	$ 0.0	$ 61.2				
REPORTED	MANAGER	52.8	10.0	62.8				
	VICE PRESIDENT	40.6	2.9	43.5				
	NO IN POSITION:	6						
	WEIGHTED GROUP AVG:	$ 52.2	$ 7.1	$ 59.3				
	NO IN POSITION:	40						
296.8	POSITION AVERAGE:	$ 46.1	$ 2.9	$ 49.0	$ 38.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

REGION #3 - WEST CENTRAL

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	SENIOR V.P.	$ 85.0	$ 12.8	$ 97.8				
	VICE PRESIDENT	58.7	20.4	79.1		$ 62.4	$ 77.2	$ 92.2
	VICE PRESIDENT	57.8	19.1	76.9				
	C.O.O.	55.9	0.0	55.9				
	VICE PRESIDENT	52.3	4.5	56.8				
	EXEC. V.P.	51.1	3.8	54.9		38.3	47.4	56.6
	ASST. V.P./DIR	49.4	15.0	64.4				
	SENIOR V.P.	44.0	0.0	44.0				
	NO IN POSITION: 8							
$ 39.1	WEIGHTED GROUP AVG:	$ 56.8	$ 9.4	$ 66.2				
NO SCOPE REPORTED	VICE PRESIDENT	$ 74.4	$ 10.0	$ 84.4				
	VICE PRESIDENT	59.0	0.0	59.0				
	VICE PRESIDENT	46.8	11.8	58.6		$ 31.1	$ 46.0	$ 55.9
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 60.1	$ 7.2	$ 67.3				
	NO IN POSITION: 11							
$ 39.1	POSITION AVERAGE:	$ 57.7	$ 8.8	$ 66.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #3 - WEST CENTRAL

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$49.9	MANAGER				$ 54.0			
AND BELOW	ASST. V.P./DIR				46.5	$ 40.5	$ 46.5	$ 50.7
	MANAGER	$ 44.2	$ 2.8	$ 47.0		41.6	44.2	46.8
	MANAGER				44.0			
	MANAGER				43.6			
	MANAGER				43.4			
	ASST. V.P./DIR	43.2	8.4	51.6				
	MANAGER				43.1			
	MANAGER				39.0			
	SENIOR V.P.				37.9	31.7	34.3	37.9
	SENIOR V.P.				36.9	31.8	35.3	36.9
	SENIOR V.P.				35.4	31.2	33.8	35.4
	NO IN POSITION: 146							
$ 15.4	WEIGHTED GROUP AVG:	$ 43.4	$ 7.1	$ 50.5	$ 42.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #3 - WEST CENTRAL

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE REPORTED	MANAGER				$ 48.8			
	MANAGER	$ 43.9	$ 3.3	$ 47.2				
	MANAGER	41.1	0.0	41.1				
	MANAGER	38.0	0.0	38.0				
	MANAGER	36.6	0.0	36.6				
	MANAGER	30.1	0.0	30.1		$ 37.9	$ 39.8	$ 41.7
	NO IN POSITION: 327							
	WEIGHTED GROUP AVG:	$ 37.3	$ 0.5	$ 37.8	$ 48.8			
	NO IN POSITION: 473							
$ 15.4	POSITION AVERAGE:	$ 37.8	$ 1.1	$ 38.9	$ 44.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #3 - WEST CENTRAL

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND BELOW	MANAGER				$ 42.0			
	MANAGER				41.6			
	MANAGER				41.6	$ 3.2		
	MANAGER				41.5			
	MANAGER	$ 41.1	$ 6.0	$ 47.1				
	SENIOR V.P.				37.4	33.7	37.5	39.0
	SENIOR V.P.				36.4	33.7	37.5	39.0
	SENIOR V.P.				34.8	33.7	37.5	39.0
	MANAGER	12.5	0.0	12.5		11.0	12.5	14.0
	NO IN POSITION: 162							
$ 12.5	WEIGHTED GROUP AVG:	$ 37.5	$ 5.3	$ 42.8	$ 41.2			
NO SCOPE REPORTED	MANAGER	$ 38.0	$ 0.0	$ 38.0				
	MANAGER	37.0	0.0	37.0				
	MANAGER				$ 30.5			
	MANAGER	26.4	0.0	26.4		$ 35.8	$ 38.5	$ 41.2
	NO IN POSITION: 139							
	WEIGHTED GROUP AVG:	$ 33.8	$ 0.0	$ 33.8	$ 30.5			
	NO IN POSITION: 301							
$ 12.5	POSITION AVERAGE:	$ 34.4	$ 0.8	$ 35.2	$ 41.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$850.0	DIST.MANAGER	$ 52.0	$ 9.4	$ 61.4				
AND BELOW	VICE PRESIDENT	50.3	12.0	62.3		$ 43.3	$ 54.1	$ 64.9
	ASST. V.P./DIR	46.0	9.2	55.2		36.5	45.6	54.7
	ASST. V.P./DIR	35.2	1.8	37.0				
	ASST. V.P./DIR				$ 34.0	24.2	30.3	36.4
	REG. V.P./MGR.				29.1			
	NO IN POSITION: 19							
$ 172.8	WEIGHTED GROUP AVG:	$ 46.9	$ 8.4	$ 55.3	$ 31.1			
NO SCOPE	GROUP EXEC.	$ 81.0	$ 15.2	$ 96.2				
REPORTED	VICE PRESIDENT	60.7	2.3	63.0		$ 38.8	$ 46.5	$ 54.3
	MANAGER	60.7	10.8	71.5		48.4	59.2	70.0
	VICE PRESIDENT	41.0	6.0	47.0				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 58.8	$ 5.2	$ 64.0				
	NO IN POSITION: 29							
$ 172.8	POSITION AVERAGE:	$ 51.9	$ 7.0	$ 58.9	$ 31.1			

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SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$300.0	VICE PRESIDENT	$ 52.0	$ 11.0	$ 63.0		$ 41.0	$ 51.3	$ 61.6
AND BELOW	ASST. V.P./DIR	46.0	9.2	55.2		36.5	45.6	54.7
	ASST. V.P./DIR	45.3	4.4	49.7				
	REG. V.P./MGR.	41.5	3.1	44.6				
	DIST.MANAGER	41.2	4.9	46.1				
	ASST. V.P./DIR				$ 31.0	24.2	30.3	36.4
	NO IN POSITION: 24							
$ 40.0	WEIGHTED GROUP AVG:	$ 43.3	$ 5.0	$ 48.3	$ 31.0			
NO SCOPE	VICE PRESIDENT	$ 60.7	$ 2.4	$ 63.1		$ 38.8	$ 46.5	$ 54.3
REPORTED	GROUP EXEC.	50.5	7.0	57.5				
	VICE PRESIDENT	47.0	7.0	54.0				
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 55.3	$ 4.3	$ 59.6				
	NO IN POSITION: 36							
$ 40.0	POSITION AVERAGE:	$ 47.7	$ 4.7	$ 52.4	$ 31.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0	ASST. V.P./DIR	$ 47.0	$ 9.9	$ 56.9		$ 38.7	$ 48.4	$ 58.1
AND BELOW	ASST. V.P./DIR	46.0	9.2	55.2		36.5	45.6	54.7
	REG. V.P./MGR.	40.5	3.0	43.5				
	ASST. V.P./DIR	40.5	2.8	43.3				
	DIST.MANAGER	40.0	4.8	44.8				
	ASST. V.P./DIR				$ 25.3	24.2	30.3	36.4
	NO IN POSITION: 18							
$ 23.8	WEIGHTED GROUP AVG:	$ 41.9	$ 5.2	$ 47.1	$ 25.3			
NO SCOPE	VICE PRESIDENT	$ 60.7	$ 2.3	$ 63.0		$ 38.8	$ 46.5	$ 54.3
REPORTED	MANAGER	59.4	11.2	70.6		46.1	56.3	66.5
	GROUP EXEC.	49.8	6.9	56.7				
	VICE PRESIDENT	37.0	5.0	42.0				
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 53.1	$ 4.3	$ 57.4				
	NO IN POSITION: 29							
$ 23.8	POSITION AVERAGE:	$ 46.6	$ 4.9	$ 51.5	$ 25.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$125.0 AND BELOW	VICE PRESIDENT	$ 58.3	$ 14.2	$ 72.5		$ 43.3	$ 54.1	$ 64.9
	ASST. V.P./DIR	24.9	1.5	26.4				
	NO IN POSITION: 2							
$ 96.0	WEIGHTED GROUP AVG:	$ 41.6	$ 7.9	$ 49.5				
NO SCOPE REPORTED	REG. V.P./MGR.				$ 20.0			
	NO IN POSITION: 3							
$ 96.0	POSITION AVERAGE:	$ 41.6	$ 7.9	$ 49.5	$ 20.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND BELOW	DIST.MANAGER	$ 36.8	$ 4.8	$ 41.6				
	REG. V.P./MGR.	31.4	2.4	33.8				
	ASST. V.P./DIR	25.8	2.0	27.8				
	ASST. V.P./DIR				$ 23.0	$ 24.2	$ 30.3	$ 36.4
	NO IN POSITION: 11							
$ 12.4	WEIGHTED GROUP AVG:	$ 33.8	$ 3.7	$ 37.5	$ 23.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 60.7	$ 2.3	$ 63.0		$ 38.8	$ 46.5	$ 54.3
	GROUP EXEC.	52.5	7.4	59.9		47.8	53.2	58.5
	VICE PRESIDENT	33.0	5.0	38.0				
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 51.6	$ 3.6	$ 55.2				
	NO IN POSITION: 21							
$ 12.4	POSITION AVERAGE:	$ 43.1	$ 3.7	$ 46.8	$ 23.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #4 - SOUTHEAST

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0	ASST. V.P./DIR				$ 28.5	$ 24.2	$ 30.3	$ 36.4
AND BELOW	ASST. V.P./DIR	$ 26.0	$ 2.0	$ 28.0				
	NO IN POSITION: 3							
$ 7.6	WEIGHTED GROUP AVG:	$ 26.0	$ 2.0	$ 28.0	$ 28.5			
NO SCOPE REPORTED	VICE PRESIDENT	$ 33.0	$ 5.0	$ 38.0				
	NO IN POSITION: 6							
$ 7.6	POSITION AVERAGE:	$ 31.3	$ 4.2	$ 35.5	$ 28.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND BELOW	ASST. V.P./DIR	$ 56.2	$ 5.3	$ 61.5				
	GROUP EXEC.	41.5	5.0	46.5				
	MANAGER	36.8	4.4	41.2		$ 28.3	$ 35.4	$ 42.5
	SENIOR V.P.	36.0	2.0	38.0		34.0	38.0	42.0
	ASST. V.P./DIR				$ 33.1	24.2	30.3	36.4
	MANAGER				32.6			
	NO IN POSITION: 23							
$ 116.1	WEIGHTED GROUP AVG:	$ 40.1	$ 3.8	$ 43.9	$ 32.8			
NO SCOPE REPORTED	VICE PRESIDENT	$ 48.2	$ 0.0	$ 48.2		$ 38.8	$ 46.5	$ 54.3
	GROUP EXEC.	36.3	1.5	37.8		27.0	33.0	38.7
	VICE PRESIDENT	36.0	5.0	41.0				
	MANAGER	33.5	2.6	36.1		30.0	35.0	40.0
	MANAGER				$ 27.1			
	NO IN POSITION: 23							
	WEIGHTED GROUP AVG:	$ 37.8	$ 1.6	$ 39.3	$ 27.1			
	NO IN POSITION: 46							
$ 116.1	POSITION AVERAGE:	$ 38.8	$ 2.5	$ 41.3	$ 31.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$85.0 AND BELOW	SENIOR V.P.	$ 60.0	$ 12.0	$ 72.0				
	ASST. V.P./DIR				$ 33.0	$ 24.2	$ 30.3	$ 36.4
	SENIOR V.P.	32.0	1.0	33.0				
	MANAGER	30.8	4.7	35.5		28.3	35.4	42.5
	MANAGER				23.4			
	NO IN POSITION: 12							
$ 49.9	WEIGHTED GROUP AVG:	$ 40.9	$ 5.9	$ 46.8	$ 28.2			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 58.5	$ 0.0	$ 58.5		$ 41.9	$ 52.4	$ 62.8
	VICE PRESIDENT	47.0	8.0	55.0				
	MANAGER	44.0	3.0	47.0		40.0	45.0	50.0
	VICE PRESIDENT				$ 42.3			
	GROUP EXEC.	36.8	1.5	38.3		27.0	33.0	38.7
	NO IN POSITION: 11							
	WEIGHTED GROUP AVG:	$ 41.4	$ 2.3	$ 43.7	$ 42.3			
	NO IN POSITION: 23							
$ 49.9	POSITION AVERAGE:	$ 41.2	$ 3.7	$ 44.9	$ 30.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH		BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
($MIL)	REPORTS TO	SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$75.0 AND BELOW	ASST. V.P./DIR	$ 43.3	$ 2.3	$ 45.6				
	MANAGER				$ 39.6			
	SENIOR V.P.	37.5	4.5	42.0				
	MANAGER	37.5	6.4	43.9		$ 28.3	$ 35.4	$ 42.5
	SENIOR V.P.	37.0	0.0	37.0				
	ASST. V.P./DIR				37.0	24.2	30.3	36.4
	NO IN POSITION: 10							
$ 35.7	WEIGHTED GROUP AVG:	$ 39.9	$ 3.2	$ 43.1	$ 38.7			
NO SCOPE REPORTED	ASST. V.P./DIR	$ 67.1	$ 5.0	$ 72.1		$ 38.8	$ 46.5	$ 54.3
	VICE PRESIDENT	48.0	16.0	64.0				
	MANAGER	39.8	2.5	42.3		30.0	36.0	41.0
	GROUP EXEC.	34.9	1.4	36.3		27.0	33.0	38.7
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 42.6	$ 3.5	$ 46.1				
	NO IN POSITION: 22							
$ 35.7	POSITION AVERAGE:	$ 41.6	$ 3.4	$ 45.0	$ 38.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	MANAGER	$ 36.3	$ 6.2	$ 42.5		$ 28.3	$ 35.4	$ 42.5
	GROUP EXEC.	36.0	4.3	40.3				
	NO IN POSITION: 2							
$ 62.9	WEIGHTED GROUP AVG:	$ 36.2	$ 5.2	$ 41.4				
NO SCOPE REPORTED	ASST. V.P./DIR	$ 70.0	$ 6.0	$ 76.0		$ 49.8	$ 62.2	$ 74.6
	MANAGER				$ 44.7			
	VICE PRESIDENT	30.0	5.0	35.0				
	NO IN POSITION: 3							
	WEIGHTED GROUP AVG:	$ 50.0	$ 5.5	$ 55.5	$ 44.7			
	NO IN POSITION: 5							
$ 62.9	POSITION AVERAGE:	$ 43.1	$ 5.4	$ 48.5	$ 44.7			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 37 - DAIRY BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DAIRY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	GROUP EXEC.	$ 36.0	$ 4.3	$ 40.3				
	MANAGER	36.0	5.9	41.9		$ 28.3	$ 35.4	$ 42.5
	ASST. V.P./DIR				$ 26.1	24.2	30.3	36.4
	NO IN POSITION: 4							
$ 58.0	WEIGHTED GROUP AVG:	$ 36.0	$ 5.1	$ 41.1	$ 26.1			
NO SCOPE REPORTED	MANAGER	$ 26.7	$ 1.4	$ 28.1		$ 21.0	$ 25.0	$ 29.0
	NO IN POSITION: 5							
$ 58.0	POSITION AVERAGE:	$ 32.9	$ 3.9	$ 36.8	$ 26.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	MANAGER				$ 47.0			
	MANAGER	$ 41.0	$ 4.3	$ 45.3		$ 28.3	$ 35.4	$ 42.5
	VICE PRESIDENT	40.0	4.8	44.8				
	NO IN POSITION: 6							
$ 22.6	WEIGHTED GROUP AVG:	$ 40.2	$ 4.7	$ 44.9	$ 47.0			
NO SCOPE REPORTED	VICE PRESIDENT	$ 36.0	$ 5.0	$ 41.0				
	ASST. V.P./DIR	32.3	2.0	34.3				
	VICE PRESIDENT				$ 22.1			
	NO IN POSITION: 4							
	WEIGHTED GROUP AVG:	$ 34.2	$ 3.5	$ 37.7	$ 22.1			
	NO IN POSITION: 10							
$ 22.6	POSITION AVERAGE:	$ 38.5	$ 4.3	$ 42.8	$ 30.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 39 - DELI BUYER

REGION #4 - SOUTHEAST

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL DELI PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$15.0 AND BELOW	GROUP EXEC.	$ 37.0	$ 4.4	$ 41.4				
	NO IN POSITION: 1							
$ 14.0	WEIGHTED GROUP AVG:	$ 37.0	$ 4.4	$ 41.4				
NO SCOPE REPORTED	VICE PRESIDENT	$ 47.0	$ 16.0	$ 63.0				
	ASST. V.P./DIR	43.4	0.0	43.4		$ 35.9	$ 43.1	$ 50.3
	NO IN POSITION: 2							
	WEIGHTED GROUP AVG:	$ 45.2	$ 8.0	$ 53.2				
	NO IN POSITION: 3							
$ 14.0	POSITION AVERAGE:	$ 42.5	$ 6.8	$ 49.3				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$350.0 AND BELOW	DIV. V.P./MGR.	$ 69.0	$ 1.1	$ 70.1		$ 53.6	$ 67.0	$ 83.8
	SENIOR V.P.	68.6	8.0	76.6				
	DIST.MANAGER	68.1	10.2	78.3				
	REG. V.P./MGR.	65.9	24.3	90.2				
	DIST.MANAGER	65.6	9.8	75.4				
	DIST.MANAGER	65.0	9.8	74.8				
	SENIOR V.P.	60.0	20.0	80.0				
	SENIOR V.P.	59.6	9.7	69.3				
	SENIOR V.P.	58.3	7.8	66.1		48.3	59.3	69.3
	SENIOR V.P.	53.6	2.5	56.1				
	ASST. V.P./DIR	52.3	12.0	64.3		44.8	56.0	67.2
	DIV. V.P./MGR.				$ 49.4			
	SENIOR V.P.	48.6	1.8	50.4				
	VICE PRESIDENT	46.0	9.2	55.2		36.5	45.6	54.7
	VICE PRESIDENT	46.0	9.2	55.2		36.5	45.6	54.7
	VICE PRESIDENT	46.0	9.2	55.2		36.5	45.6	54.7
	VICE PRESIDENT	46.0	9.2	55.2		36.5	45.6	54.7
	SENIOR V.P.	45.0	3.0	48.0				
	C.O.O.	45.0	6.0	51.0		37.4	47.1	56.9
	DIV. V.P./MGR.				44.9			
	DIV. V.P./MGR.				44.7			
	C.O.O.	40.0	5.0	45.0		33.9	42.7	51.6
	C.O.O.	40.0	5.0	45.0		33.9	42.7	51.6
	NO IN POSITION: 83							
$ 117.5	WEIGHTED GROUP AVG:	$ 56.3	$ 11.0	$ 67.3	$ 46.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

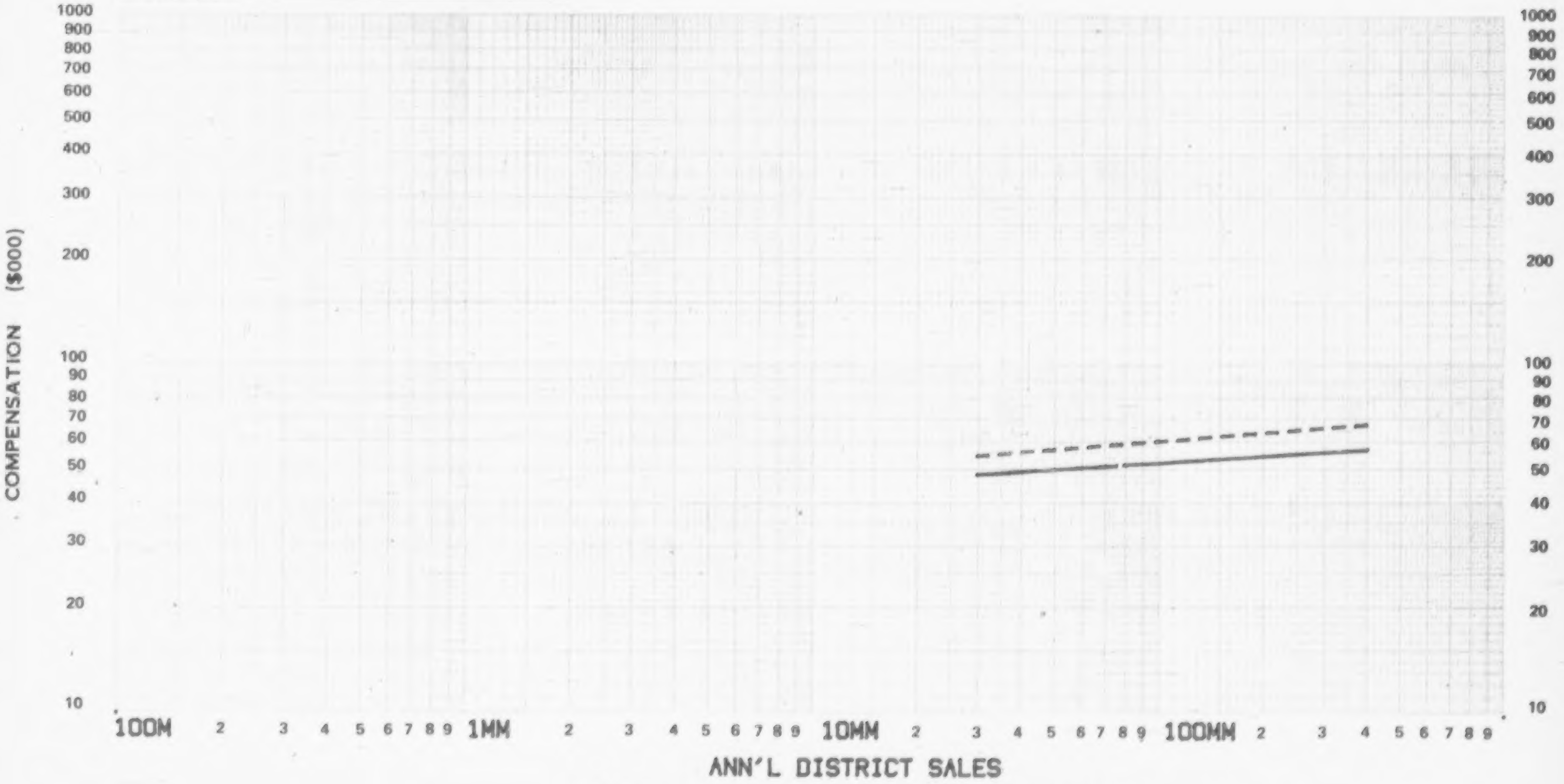
REGION #4 - SOUTHEAST

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	VICE PRESIDENT	$ 75.9	$ 6.0	$ 81.9				
REPORTED	VICE PRESIDENT	42.1	1.7	43.8		$ 39.5	$ 44.7	$ 49.9
	NO IN POSITION: 222							
	WEIGHTED GROUP AVG:	$ 43.9	$ 2.0	$ 45.9				
	NO IN POSITION: 305							
$ 117.5	POSITION AVERAGE:	$ 47.2	$ 4.3	$ 51.5	$ 46.0			

LEGEND		
Company Type/Trend Line	Coefficient of Determination	Standard Error
Bonus Co's Salary ——	0.04	1.21
Bonus Co's Total Comp ------	0.04	1.23
Nonbonus Co's Salary -.-.-.		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #45 - DISTRICT MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - SOUTHEAST

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$250.0	DIST.MANAGER	$ 56.4	$ 3.5	$ 59.9				
AND ABOVE	DIST.MANAGER	56.4	16.7	73.1				
	DIST.MANAGER	48.9	5.9	54.8		$ 31.5	$ 40.5	$ 49.5
	DIST.MANAGER	47.5	7.1	54.6		34.0	42.0	50.0
	DIST.MANAGER	42.9	17.0	59.9		34.2	42.7	51.2
	DIST.MANAGER	42.6	6.0	48.6		34.0	41.0	48.0
	MANAGER	42.6	16.0	58.6		41.0	45.5	50.0
	DIST.MANAGER				$ 37.3			
	DIST.MANAGER				32.6			
	DIST.MANAGER	24.4	7.1	31.5		24.2	30.3	36.4
	NO IN POSITION: 137							
$ 343.2	WEIGHTED GROUP AVG:	$ 47.1	$ 11.1	$ 58.2	$ 33.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$249.9 TO $150.0	DIST.MANAGER	$ 56.4	$ 0.0	$ 56.4				
	DIST.MANAGER	40.9	6.0	46.9		$ 31.5	$ 40.5	$ 49.5
	DIST.MANAGER	39.9	5.6	45.5		34.0	40.0	46.0
	DIST.MANAGER	39.4	7.0	46.4		31.0	38.8	46.6
	MANAGER	38.9	30.0	68.9		37.0	39.0	41.0
	DIST.MANAGER	38.6	4.9	43.5		31.5	40.5	49.5
	MANAGER	37.1	6.3	43.4		33.0	35.0	37.0
	DIST.MANAGER	36.4	5.5	41.9		30.2	37.8	45.3
	DIST.MANAGER	35.2	5.0	40.2		28.2	35.3	42.4
	DIST.MANAGER	33.8	5.1	38.9		27.4	34.3	41.1
	DIST.MANAGER				$ 30.4			
	DIST.MANAGER	24.4	7.1	31.5		24.2	30.3	36.4
	NO IN POSITION: 313							
$ 195.8	WEIGHTED GROUP AVG:	$ 37.3	$ 6.3	$ 43.6	$ 30.4			
$149.9 TO $75.0	DIST.MANAGER	$ 38.7	$ 5.0	$ 43.7		$ 34.0	$ 39.0	$ 44.0
	DIST.MANAGER	38.0	4.9	42.9		34.0	38.0	42.0
	DIST.MANAGER	37.4	4.7	42.1		31.5	40.5	49.5
	DIST.MANAGER	36.5	5.3	41.8		31.5	40.5	49.5
	MANAGER	34.7	11.6	46.3		33.0	35.0	37.0
	MANAGER	32.9	7.4	40.3		30.0	31.5	33.0
	DIST.MANAGER	32.8	3.5	36.3		25.7	32.1	38.5
	DIST.MANAGER	32.8	3.5	36.3		25.7	32.1	38.5
	DIST.MANAGER	32.5	4.9	37.4		24.9	31.2	37.4
	DIST.MANAGER				$ 28.6			
	DIST.MANAGER				28.0			
	DIST.MANAGER	24.4	7.1	31.5		24.2	30.3	36.4
	NO IN POSITION: 265							
$ 120.5	WEIGHTED GROUP AVG:	$ 34.7	$ 5.0	$ 39.7	$ 28.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #4 - SOUTHEAST

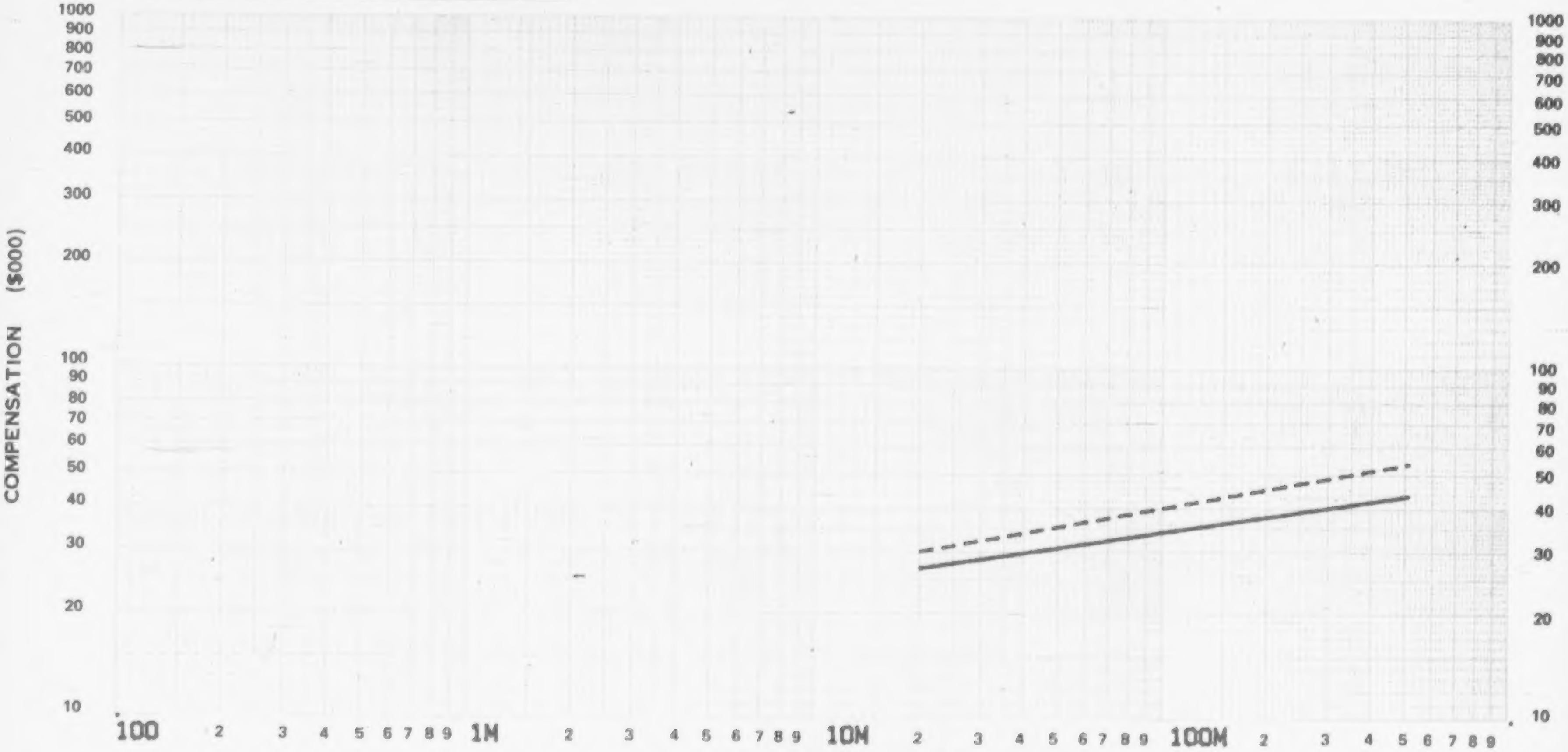
SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	 BONUS	 TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	 MID	 MAX
$74.9 AND BELOW	DIST.MANAGER	$ 36.0	$ 4.3	$ 40.3		$ 34.0	$ 38.0	$ 42.0
	DIST.MANAGER	36.0	4.7	40.7		34.0	38.0	42.0
	DIST.MANAGER	35.0	5.6	40.6		31.5	40.5	49.5
	DIST.MANAGER	32.8	3.5	36.3		25.7	32.1	38.5
	MANAGER	31.7	4.8	36.5		30.0	31.5	33.0
	MANAGER	31.0	5.0	36.0		30.0	31.5	33.0
	DIST.MANAGER	24.4	7.1	31.5		24.2	30.3	36.4
	DIST.MANAGER				$ 20.5			
	NO IN POSITION: 21							
$ 48.8	WEIGHTED GROUP AVG:	$ 31.1	$ 5.5	$ 36.6	$ 20.5			
NO SCOPE REPORTED	DIST.MANAGER	$ 67.4	$ 4.1	$ 71.5				
	DIST.MANAGER	54.8	5.1	59.9				
	MANAGER	39.0	10.0	49.0				
	DIST.MANAGER	37.7	5.0	42.7				
	DIST.MANAGER	36.1	5.0	41.1				
	MANAGER	36.0	9.0	45.0				
	DIST.MANAGER	33.9	5.0	38.9				
	DIST.MANAGER				$ 33.2	$ 54.5	$ 68.3	$ 82.0
	MANAGER	33.0	8.0	41.0				
	MANAGER	32.2	7.8	40.0				
	DIST.MANAGER	30.4	5.0	35.4				
	DIST.MANAGER	29.2	5.0	34.2				
	DIST.MANAGER	28.7	5.0	33.7				
	NO IN POSITION: 894							
	WEIGHTED GROUP AVG:	$ 56.7	$ 4.5	$ 61.2	$ 33.2			
	NO IN POSITION: 1630							
$ 192.0	POSITION AVERAGE:	$ 42.4	$ 6.2	$ 48.6	$ 33.0			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.27	1.20
Bonus Co's Total Comp	- - - - - -	0.38	1.19
Nonbonus Co's Salary	-.-.-.		



AVG WKLY STORE SALES

SURVEY POSITION #48 - STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER

REGION #4 - SOUTHEAST

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$200.0 AND ABOVE	MANAGER	$ 40.8	$ 1.7	$ 42.5				
	MANAGER	40.8	8.3	49.1				
	MANAGER	34.9	4.8	39.7		$ 22.5	$ 29.5	$ 35.0
	MANAGER	33.8	4.8	38.6		22.5	29.5	35.0
	MANAGER	31.0	4.3	35.3		30.0	31.4	32.8
	MANAGER	31.0	4.7	35.7		30.0	31.8	33.5
	MANAGER	30.9	4.3	35.2		30.0	31.2	32.4
	SENIOR V.P.				$ 28.6			
	SENIOR V.P.				28.6			
	MANAGER				28.0			
	MANAGER	27.5	1.0	28.5		22.1	27.6	33.1
	MANAGER	27.5	1.0	28.5		22.1	27.6	33.1
	MANAGER				24.9	20.8	25.4	29.9
	NO IN POSITION: 240							
$ 346.0	WEIGHTED GROUP AVG:	$ 34.1	$ 4.3	$ 38.4	$ 27.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$199.9	MANAGER	$ 40.8	$ 0.0	$ 40.8				
TO	MANAGER	32.6	4.7	37.3		$ 22.5	$ 29.5	$ 35.0
$100.0	MANAGER	31.9	4.8	36.7		22.5	29.5	35.0
	MANAGER	30.8	4.0	34.8		30.0	31.0	32.0
	SENIOR V.P.				$ 28.6			
	SENIOR V.P.				28.6			
	MANAGER	27.5	1.0	28.5		22.1	27.6	33.1
	MANAGER	27.5	1.0	28.5		22.1	27.6	33.1
	MANAGER				26.9	20.8	25.4	29.9
	MANAGER				22.5			
	MANAGER				20.5			
	MANAGER	18.8	2.2	21.0		20.9	26.1	31.3
	MANAGER	18.8	2.2	21.0		20.9	26.1	31.3
	MANAGER				18.3			
	NO IN POSITION: 408							
$ 152.1	WEIGHTED GROUP AVG:	$ 28.1	$ 2.6	$ 30.7	$ 25.3			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$99.9	MANAGER	$ 31.0	$ 3.7	$ 34.7		$ 30.0	$ 30.5	$ 31.0
AND BELOW	MANAGER	30.9	4.0	34.9		30.0	30.5	31.0
	MANAGER	30.8	4.0	34.8		30.0	30.5	31.0
	MANAGER	30.6	5.3	35.9		22.5	29.5	35.0
	MANAGER	29.9	2.1	32.0		22.6	28.3	34.0
	MANAGER	29.9	2.1	32.0		22.6	28.3	34.0
	MANAGER	29.9	2.1	32.0		22.6	28.3	34.0
	MANAGER	29.3	4.8	34.1		22.5	29.5	35.0
	SENIOR V.P.				$ 28.6			
	SENIOR V.P.				28.6			
	MANAGER	27.5	1.0	28.5		22.1	27.6	33.1
	MANAGER	27.5	1.0	28.5		22.1	27.6	33.1
	MANAGER				26.2	20.8	25.4	29.9
	MANAGER				24.6	20.8	25.4	29.9
	MANAGER				23.8	20.8	25.4	29.9
	MANAGER				20.0			
	MANAGER	18.8	2.2	21.0		20.9	26.1	31.3
	MANAGER	18.8	2.2	21.0		20.9	26.1	31.3
	MANAGER				18.2			
	NO IN POSITION: 449							
$ 65.4	WEIGHTED GROUP AVG:	$ 29.3	$ 2.2	$ 31.5	$ 24.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #4 - SOUTHEAST

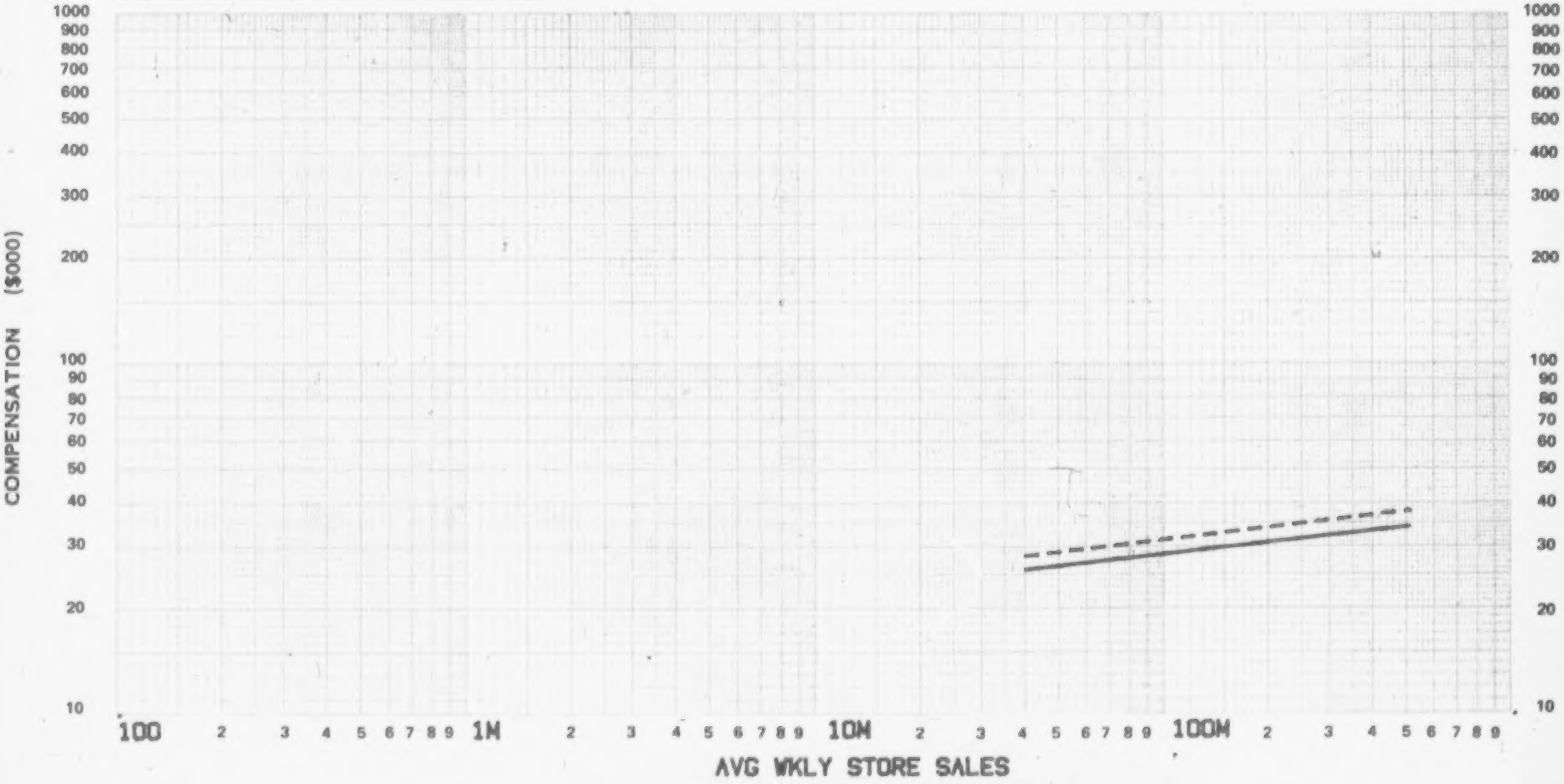
SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
NO SCOPE	MANAGER	$ 39.9	$ 2.1	$ 42.0				
REPORTED	MANAGER	29.0	7.2	36.2				
	MANAGER				$ 28.5	$ 45.5	$ 52.8	$ 60.0
	MANAGER	27.0	6.8	33.8				
	MANAGER	26.4	2.0	28.4				
	MANAGER	26.0	6.5	32.5				
	MANAGER	25.0	6.3	31.3				
	MANAGER	24.5	2.0	26.5				
	MANAGER	23.2	2.0	25.2				
	MANAGER	22.9	2.0	24.9				
	MANAGER	21.0	2.0	23.0				
	MANAGER	20.4	2.0	22.4				
	NO IN POSITION: 790							
	WEIGHTED GROUP AVG:	$ 31.1	$ 2.2	$ 33.3	$ 28.5			
	NO IN POSITION: 1887							
$ 159.0	POSITION AVERAGE:	$ 30.0	$ 2.8	$ 32.8	$ 27.8			

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	——	0.15	1.20
Bonus Co's Total Comp	------	0.15	1.21
Nonbonus Co's Salary	-.-.-.		



SURVEY POSITION #47 - ASSISTANT/CO-STORE MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER

REGION #4 - SOUTHEAST

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$35.0	MANAGER	$ 37.0	$ 4.9	$ 41.9				
AND ABOVE	MANAGER				$ 36.4			
	MANAGER	34.5	4.1	38.6		$ 31.7	$ 33.0	$ 35.4
	MANAGER				32.5			
	MANAGER	32.3	3.0	35.3				
	MANAGER				32.2			
	MANAGER	29.6	1.5	31.1		20.6	25.8	30.9
	MANAGER	27.1	0.4	27.5		22.7	26.7	30.7
	MANAGER	27.1	0.4	27.5		22.7	26.7	30.7
	MANAGER	25.7	0.9	26.6		23.6	25.8	28.0
	MANAGER				23.3			
	MANAGER	20.8	2.2	23.0		18.1	22.6	27.4
	NO IN POSITION: 233							
$ 48.1	WEIGHTED GROUP AVG:	$ 27.7	$ 1.7	$ 29.4	$ 30.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER
REGION #4 - SOUTHEAST

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$34.9	MANAGER				$ 32.5			
AND BELOW	MANAGER				32.5			
	MANAGER	$ 31.0	$ 2.1	$ 33.1				
	MANAGER	29.7	1.2	30.9				
	MANAGER	29.6	0.0	29.6				
	MANAGER	29.6	1.5	31.1		$ 20.6	$ 25.8	$ 30.9
	MANAGER	29.3	3.0	32.3				
	MANAGER	27.1	0.4	27.5		22.7	26.7	30.7
	MANAGER	27.1	0.4	27.5		22.7	26.7	30.7
	MANAGER	27.1	0.4	27.5		222.7	26.7	30.7
	MANAGER	25.6	0.8	26.4		23.6	25.3	27.0
	MANAGER	25.3	0.8	26.1		23.6	25.2	26.8
	MANAGER	24.7	0.7	25.4		23.6	25.0	26.4
	MANAGER				23.0			
	MANAGER	20.8	2.2	23.0		18.1	22.6	27.2
	MANAGER	20.8	2.2	23.0		18.1	22.6	27.2
	MANAGER				18.3			
	MANAGER				18.2			
	NO IN POSITION: 471							
$ 25.2	WEIGHTED GROUP AVG:	$ 27.1	$ 1.2	$ 28.3	$ 27.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT MANAGER
REGION #4 - SOUTHEAST

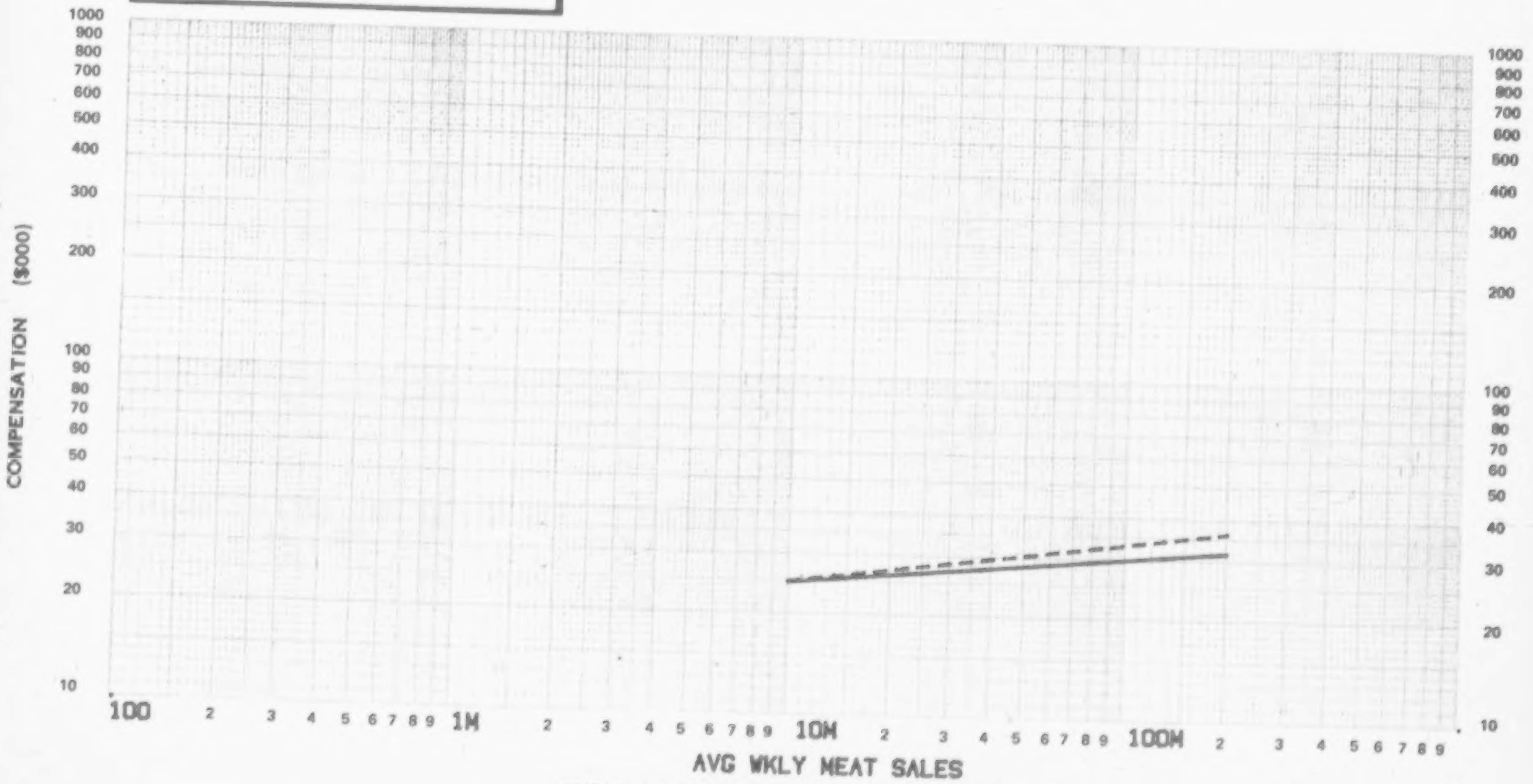
SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
NO SCOPE	MANAGER	$ 31.9	$ 4.0	$ 35.9				
REPORTED	MANAGER	30.0	7.0	37.0				
	MANAGER	27.0	7.0	34.0				
	MANAGER	25.4	0.0	25.4		$ 21.1	$ 25.2	$ 28.6
	MANAGER	25.0	6.0	31.0				
	MANAGER	24.2	0.0	24.2		21.1	25.2	28.6
	MANAGER	23.6	0.0	23.6		21.1	25.2	28.6
	MANAGER	22.9	0.0	22.9		21.1	25.2	28.6
	MANAGER				$ 22.8			
	MANAGER	22.1	0.0	22.1		21.1	25.2	28.6
	MANAGER	21.4	0.0	21.4		21.1	25.2	28.6
	NO IN POSITION: 961							
	WEIGHTED GROUP AVG:	$ 28.0	$ 2.3	$ 30.3	$ 22.8			
	NO IN POSITION: 1665							
$ 32.7	POSITION AVERAGE:	$ 27.5	$ 1.7	$ 29.2	$ 23.5			

LEGEND

Company Type/Trend Line		Coefficient of Determination	Standard Error
Bonus Co's Salary	———	0.10	1.18
Bonus Co's Total Comp	------	0.21	1.18
Nonbonus Co's Salary	-.-.-		

Food Marketing Institute

1989/1990 MANAGEMENT COMPENSATION STUDY



SURVEY POSITION #48 - MEAT DEPARTMENT
MANAGER

REGION #4 - SOUTHEAST

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

REGION #4 - SOUTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
1000.0 AND BELOW	DIV. V.P./MGR.	$ 72.2	$ 11.0	$ 83.2		$ 60.1	$ 75.1	$ 90.1
	C.O.O.	67.0	22.0	89.0				
	VICE PRESIDENT	55.7	15.6	71.3		50.2	62.8	75.4
		48.0	9.6	57.6				
	NO IN POSITION: 6							
643.7	WEIGHTED GROUP AVG:	$ 64.6	$ 13.3	$ 77.9				
NO SCOPE REPORTED	VICE PRESIDENT	$ 77.3	$ 12.9	$ 90.2		$ 60.5	$ 80.5	$105.5
	VICE PRESIDENT	49.6	6.9	56.5		46.0	51.7	57.2
	VICE PRESIDENT	44.0	4.0	48.0				
	VICE PRESIDENT	41.0	8.2	49.2		33.2	41.4	49.8
	NO IN POSITION: 10							
	WEIGHTED GROUP AVG:	$ 53.7	$ 8.0	$ 61.7				
	NO IN POSITION: 16							
643.7	POSITION AVERAGE:	$ 57.8	$ 10.0	$ 67.8				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

REGION #4 - SOUTHEAST

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
800.0 AND BELOW	VICE PRESIDENT	$ 62.1	$ 17.6	$ 79.7		$ 50.2	$ 62.8	$ 75.4
		48.0	7.7	55.7				
	MANAGER				$ 43.2			
	VICE PRESIDENT	42.1	6.3	48.4		33.9	42.7	51.6
	NO IN POSITION: 7							
317.5	WEIGHTED GROUP AVG:	$ 50.7	$ 10.6	$ 61.3	$ 43.2			
NO SCOPE REPORTED	VICE PRESIDENT	$ 41.0	$ 8.2	$ 49.2		$ 33.2	$ 41.4	$ 49.8
	NO IN POSITION: 10							
317.5	POSITION AVERAGE:	$ 45.9	$ 9.3	$ 55.2	$ 43.2			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

REGION #4 - SOUTHEAST

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$30.0 AND BELOW	SENIOR V.P.	$ 68.0	$ 0.0	$ 68.0				
		64.0	12.8	76.8				
	ASST. V.P./DIR	60.9	4.5	65.4				
	MANAGER	54.5	2.2	56.7		$ 36.6	$ 45.8	$ 55.0
	NO IN POSITION: 4							
$ 20.8	WEIGHTED GROUP AVG:	$ 61.9	$ 4.8	$ 66.7				
NO SCOPE REPORTED	CEO/PRESIDENT	$ 76.9	$ 51.1	$128.0		$ 60.2	$ 75.3	$ 90.3
	NO IN POSITION: 5							
$ 20.8	POSITION AVERAGE:	$ 64.9	$ 14.1	$ 79.0				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #4 - SOUTHEAST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	GROUP EXEC.				$ 45.5			
AND BELOW	GROUP EXEC.				45.5			
	MANAGER	$ 45.2	$ 5.0	$ 50.2				
	MANAGER				43.7	$ 34.2	$ 42.7	$ 51.2
	NO IN POSITION: 84							
$ 12.0	WEIGHTED GROUP AVG:	$ 45.2	$ 5.0	$ 50.2	$ 44.8			
NO SCOPE	MANAGER	$ 53.9	$ 6.0	$ 59.9				
REPORTED	MANAGER	43.5	1.5	45.0				
	MANAGER	43.5	4.0	47.5				
	MANAGER	42.5	1.0	43.5				
	NO IN POSITION: 105							
	WEIGHTED GROUP AVG:	$ 53.6	$ 5.9	$ 59.5				
	NO IN POSITION: 189							
$ 12.0	POSITION AVERAGE:	$ 51.5	$ 5.6	$ 57.1	$ 44.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST
REGION #4 - SOUTHEAST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	GROUP EXEC.				$ 43.4			
AND BELOW	GROUP EXEC.				43.4			
	MANAGER				41.2	$ 33.0	$ 41.4	$ 49.7
	NO IN POSITION: 46							
$ 11.2	WEIGHTED GROUP AVG:				$ 42.5			
NO SCOPE REPORTED	MANAGER				$ 52.4			
	NO IN POSITION: 126							
$ 11.2	POSITION AVERAGE:				$ 48.8			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 25 - GROCERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL GROCERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$600.0 AND BELOW	VICE PRESIDENT	$ 75.0	$ 24.4	$ 99.4				
	VICE PRESIDENT	63.2	2.5	65.7		$ 46.8	$ 58.4	$ 70.1
	DIST.MANAGER	58.7	13.3	72.0		43.2	54.6	66.0
		46.5	3.0	49.5				
	DIV. V.P./MGR.	41.6	6.3	47.9		36.1	47.3	58.6
	NO IN POSITION:	34						
$ 317.3	WEIGHTED GROUP AVG:	$ 51.4	$ 9.9	$ 61.3				
NO SCOPE REPORTED	GROUP EXEC.	$ 42.1	$ 2.4	$ 44.5		$ 36.3	$ 45.4	$ 54.5
	NO IN POSITION:	41						
$ 317.3	POSITION AVERAGE:	$ 49.8	$ 8.7	$ 58.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 26 - MEAT MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL MEAT SALES ($MIL)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
$75.0 AND BELOW	VICE PRESIDENT	$ 69.0	$ 2.8	$ 71.8		$ 46.8	$ 58.4	$ 70.1
	DIST.MANAGER	53.8	8.6	62.4		39.3	49.6	60.0
	ASST. V.P./DIR	52.0	5.2	57.2		48.0	56.0	64.0
	DIV. V.P./MGR.	41.0	5.9	46.9		30.4	39.8	49.1
		38.5	2.0	40.5				
	NO IN POSITION:	45						
$ 58.6	WEIGHTED GROUP AVG:	$ 47.6	$ 6.6	$ 54.2				
NO SCOPE REPORTED	GROUP EXEC.	$ 37.8	$ 3.2	$ 41.0		$ 33.6	$ 42.0	$ 50.4
	NO IN POSITION:	56						
$ 58.6	POSITION AVERAGE:	$ 45.7	$ 5.9	$ 51.6				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 27 - PRODUCE MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL PRODUCE SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$50.0 AND BELOW	VICE PRESIDENT	$ 53.3	$ 2.1	$ 55.4		$ 46.8	$ 58.4	$ 70.1
	DIST.MANAGER	53.2	8.7	61.9		39.3	49.6	60.0
	ASST. V.P./DIR	49.0	4.9	53.9		47.0	56.0	64.0
		48.0	2.5	50.5				
	NO IN POSITION: 24							
$ 34.2	WEIGHTED GROUP AVG:	$ 51.9	$ 7.3	$ 59.2				
NO SCOPE REPORTED	GROUP EXEC.	$ 38.5	$ 1.7	$ 40.2		$ 33.0	$ 41.3	$ 49.6
	NO IN POSITION: 41							
$ 34.2	POSITION AVERAGE:	$ 46.4	$ 4.9	$ 51.3				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 30 - NONFOOD MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL NONFOOD SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$600.0 AND BELOW	SENIOR V.P.	$108.0	$ 19.4	$127.4				
	DIST.MANAGER	46.1	8.0	54.1		$ 35.8	$ 45.1	$ 54.4
	DIV. V.P./MGR.	44.3	6.8	51.1		36.1	47.3	58.6
		40.0	2.0	42.0				
	NO IN POSITION: 24							
$ 95.4	WEIGHTED GROUP AVG:	$ 48.0	$ 7.9	$ 55.9				
NO SCOPE REPORTED	MANAGER	$ 36.8	$ 1.0	$ 37.8		$ 35.2	$ 44.1	$ 52.9
	NO IN POSITION: 38							
$ 95.4	POSITION AVERAGE:	$ 43.9	$ 5.3	$ 49.2				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 31 - DELI MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL DELI SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$175.0 AND BELOW	ASST. V.P./DIR	$ 49.6 33.7	$ 5.0 1.5	$ 54.6 35.2		$ 47.0	$ 56.0	$ 64.0
	NO IN POSITION:	3						
$ 110.0	WEIGHTED GROUP AVG:	$ 44.3	$ 3.8	$ 48.1				
NO SCOPE REPORTED	MANAGER	$ 34.5	$ 1.0	$ 35.5		$ 32.8	$ 41.0	$ 49.2
	NO IN POSITION:	4						
$ 110.0	POSITION AVERAGE:	$ 41.8	$ 3.1	$ 45.0				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 32 - BAKERY MERCHANDISER

REGION #5 - PACIFIC

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SCOPE ANNUAL BAKERY SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$25.0 AND BELOW	VICE PRESIDENT	$ 70.0	$ 21.9	$ 91.9				
	ASST. V.P./DIR	65.5	4.0	69.5				
	CEO/PRESIDENT	45.0	2.0	47.0				
	ASST. V.P./DIR	44.6	1.8	46.4		$ 46.8	$ 58.4	$ 70.1
	ASST. V.P./DIR	43.3	4.3	47.6		42.0	48.0	55.0
	NO IN POSITION: 10							
$ 19.8	WEIGHTED GROUP AVG:	$ 48.5	$ 5.5	$ 54.0				
NO SCOPE REPORTED	MANAGER	$ 24.5	$ 1.0	$ 25.5		$ 26.0	$ 32.5	$ 39.0
	NO IN POSITION: 13							
$ 19.8	POSITION AVERAGE:	$ 43.0	$ 4.5	$ 47.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 33 - GROCERY BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL GROCERY PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$350.0	REG. V.P./MGR.	$ 54.4	$ 10.4	$ 64.8		$ 39.3	$ 49.6	$ 60.0
AND BELOW	ASST. V.P./DIR	47.5	4.8	52.3		42.0	48.0	55.0
	VICE PRESIDENT	46.5	12.0	58.5				
	MANAGER				$ 41.5	35.3	44.1	55.1
	NO IN POSITION: 46							
$ 150.0	WEIGHTED GROUP AVG:	$ 52.5	$ 9.5	$ 62.0	$ 41.5			
NO SCOPE	VICE PRESIDENT	$ 52.2	$ 2.1	$ 54.3		$ 42.5	$ 53.1	$ 63.8
REPORTED	MANAGER	38.1	1.0	39.1		28.6	35.7	42.8
	NO IN POSITION: 13							
	WEIGHTED GROUP AVG:	$ 45.7	$ 1.6	$ 47.3				
	NO IN POSITION: 59							
$ 150.0	POSITION AVERAGE:	$ 50.3	$ 6.9	$ 57.2	$ 41.5			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 34 - MEAT BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL MEAT PURCHASE ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$125.0 AND BELOW	REG. V.P./MGR.	$ 53.7	$ 10.4	$ 64.1		$ 39.3	$ 49.6	$ 60.0
	ASST. V.P./DIR	50.3	5.0	55.3		42.0	48.0	55.0
	VICE PRESIDENT	46.5	11.0	57.5				
	MANAGER				$ 43.6	35.3	44.1	55.1
	NO IN POSITION: 20							
$ 74.0	WEIGHTED GROUP AVG:	$ 52.3	$ 9.4	$ 61.7	$ 43.6			
NO SCOPE REPORTED	VICE PRESIDENT	$ 50.8	$ 2.0	$ 52.8		$ 42.5	$ 53.1	$ 63.8
	MANAGER	38.2	1.6	39.8		28.7	35.9	43.1
	NO IN POSITION: 5							
	WEIGHTED GROUP AVG:	$ 43.2	$ 1.8	$ 45.0				
	NO IN POSITION: 25							
$ 74.0	POSITION AVERAGE:	$ 49.3	$ 6.8	$ 56.1	$ 43.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 35 - PRODUCE BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL PRODUCE PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	ASST. V.P./DIR	$ 53.7	$ 5.4	$ 59.1		$ 42.0	$ 48.0	$ 55.0
	REG. V.P./MGR.	48.6	9.9	58.5		39.3	49.6	60.0
	VICE PRESIDENT	46.3	11.2	57.5				
	MANAGER				$ 43.6	35.3	44.1	55.1
	NO IN POSITION:	24						
$ 38.5	WEIGHTED GROUP AVG:	$ 49.3	$ 9.2	$ 58.5	$ 43.6			
NO SCOPE REPORTED	VICE PRESIDENT	$ 52.4	$ 2.1	$ 54.5		$ 42.5	$ 53.1	$ 63.8
	MANAGER	38.1	1.5	39.6		28.7	35.9	43.1
	NO IN POSITION:	8						
	WEIGHTED GROUP AVG:	$ 47.0	$ 1.9	$ 48.9				
	NO IN POSITION:	32						
$ 38.5	POSITION AVERAGE:	$ 48.4	$ 6.3	$ 54.7	$ 43.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 36 - FROZEN FOODS BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNL FROZ FOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$150.0 AND BELOW	ASST. V.P./DIR	$ 55.0	$ 5.5	$ 60.5		$ 55.0	$ 64.0	$ 72.0
	VICE PRESIDENT	46.5	9.5	56.0				
	NO IN POSITION: 2							
$ 83.9	WEIGHTED GROUP AVG:	$ 50.8	$ 7.5	$ 58.3				
NO SCOPE REPORTED	MANAGER	$ 34.0	$ 1.0	$ 35.0				
	NO IN POSITION: 3							
$ 83.9	POSITION AVERAGE:	$ 45.2	$ 5.3	$ 50.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 38 - NONFOOD BUYER

REGION #5 - PACIFIC

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SCOPE ANNUAL NONFOOD PURCH ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$425.0	REG. V.P./MGR.	$ 50.7	$ 10.6	$ 61.3		$ 39.3	$ 49.6	$ 60.0
AND BELOW	ASST. V.P./DIR	45.4	4.5	49.9		42.0	48.0	55.0
	VICE PRESIDENT	42.9	4.0	46.9				
	NO IN POSITION: 14							
$ 118.8	WEIGHTED GROUP AVG:	$ 48.5	$ 8.3	$ 56.8				
NO SCOPE	VICE PRESIDENT	$ 51.3	$ 2.1	$ 53.4		$ 42.5	$ 53.1	$ 63.8
REPORTED	MANAGER	37.3	1.0	38.3		28.2	35.2	42.2
	NO IN POSITION: 12							
	WEIGHTED GROUP AVG:	$ 43.1	$ 1.5	$ 44.6				
	NO IN POSITION: 26							
$ 118.8	POSITION AVERAGE:	$ 46.0	$ 5.2	$ 51.2				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 43 - DIVISION GENERAL MANAGER
REGION #5 - PACIFIC

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

SCOPE ANN'L DIVISION SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$4500.0 AND BELOW	GROUP EXEC.	$260.0	$167.3	$427.3				
	EXEC. V.P.	148.1	114.9	263.0				
	MANAGER	113.0	15.5	128.5				
	NO IN POSITION:	11						
$ 1351.1	WEIGHTED GROUP AVG:	$149.3	$ 70.2	$219.5				
	NO IN POSITION:	11						
$ 1351.1	POSITION AVERAGE:	$149.3	$ 70.2	$219.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 45 - DISTRICT MANAGER

REGION #5 - PACIFIC

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

SCOPE ANN'L DISTRICT SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$400.0	GROUP EXEC.	$ 84.5	$ 8.5	$ 93.0		$ 66.0	$ 75.0	$ 90.0
AND BELOW	GROUP EXEC.	79.3	7.9	87.2		66.0	75.0	90.0
	REG. V.P./MGR.	72.4	18.1	90.5		56.6	70.7	84.9
	REG. V.P./MGR.	72.4	18.1	90.5		51.4	64.2	77.1
	REG. V.P./MGR.	72.4	18.1	90.5		56.6	70.7	84.9
	DIV. V.P./MGR.	70.6	21.4	92.0		52.0	66.1	80.1
	DIV. V.P./MGR.	70.0	9.5	79.5		53.6	67.0	83.8
	REG. V.P./MGR.	70.0	31.4	101.4				
	SENIOR V.P.	68.0	15.0	83.0				
	REG. V.P./MGR.	67.9	17.0	84.9		51.4	64.2	77.1
	EXEC. V.P.	62.9	3.1	66.0				
	REG. V.P./MGR.	60.1	23.3	83.4				
	REG. V.P./MGR.	54.0	10.4	64.4				
	NO IN POSITION: 115							
$ 177.0	WEIGHTED GROUP AVG:	$ 67.7	$ 16.8	$ 84.5				
	NO IN POSITION: 115							
$ 177.0	POSITION AVERAGE:	$ 67.7	$ 16.8	$ 84.5				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #5 - PACIFIC

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
$200.0 AND ABOVE	DIST.MANAGER	$ 60.9	$ 6.1	$ 67.0				
	DIST.MANAGER	57.1	5.7	62.8				
	DIST.MANAGER	52.8	1.4	54.2				
	DIST.MANAGER	51.3	2.0	53.3				
		48.0	4.0	52.0		$ 46.0	$ 48.0	$ 52.0
	VICE PRESIDENT	47.5	4.2	51.7				
	EXEC. V.P.				$ 46.0			
	NO IN POSITION: 252							
$ 338.2	WEIGHTED GROUP AVG:	$ 55.2	$ 4.8	$ 60.0	$ 46.0			
$199.9 AND BELOW	DIST.MANAGER	$ 53.6	$ 5.4	$ 59.0				
	DIST.MANAGER	49.2	1.8	51.0				
	EXEC. V.P.				$ 47.4			
	EXEC. V.P.				43.0			
	EXEC. V.P.				43.0			
	CEO/PRESIDENT	40.0	0.0	40.0		$ 35.0	$ 37.0	$ 41.0
	NO IN POSITION: 12							
$ 142.3	WEIGHTED GROUP AVG:	$ 48.2	$ 2.2	$ 50.4	$ 43.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 46 - STORE MANAGER

REGION #5 - PACIFIC

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS	TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	MID	MAX
NO SCOPE	DIST.MANAGER	$ 54.0	$ 7.6	$ 61.6				
REPORTED	DIST.MANAGER	50.0	7.6	57.6				
	DIST.MANAGER	49.6	9.6	59.2		$ 39.3	$ 49.6	$ 60.0
	DIST.MANAGER	47.6	7.1	54.7		39.3	49.6	60.0
	DIST.MANAGER	47.6	6.2	53.8		39.3	49.6	60.0
	DIST.MANAGER	46.8	6.5	53.3		39.3	49.6	60.0
	DIST.MANAGER	45.0	7.5	52.5				
	DIST.MANAGER	45.0	7.5	52.5				
	NO IN POSITION: 674							
	WEIGHTED GROUP AVG:	$ 49.4	$ 8.0	$ 57.4				
	NO IN POSITION: 938							
$ 329.3	POSITION AVERAGE:	$ 51.0	$ 7.1	$ 58.1	$ 43.9			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 47 - ASSISTANT/CO-STORE MANAGER
REGION #5 - PACIFIC

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

SCOPE AVG WKLY STORE SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$450.0 AND BELOW	DIST.MANAGER	$ 43.9	$ 1.0	$ 44.9				
	DIST.MANAGER	42.9	1.0	43.9				
	DIST.MANAGER	41.9	1.0	42.9				
	MANAGER	40.0	2.1	42.1				
	EXEC. V.P.				$ 35.0			
	EXEC. V.P.				31.5			
	SENIOR V.P.	30.7	0.5	31.2				
	SENIOR V.P.	30.7	0.5	31.2				
	NO IN POSITION: 127							
$ 294.5	WEIGHTED GROUP AVG:	$ 40.4	$ 1.5	$ 41.9	$ 32.4			
NO SCOPE REPORTED	MANAGER	$ 45.4	$ 1.2	$ 46.6				
	MANAGER	42.1	2.4	44.5		$ 32.6	$ 41.0	$ 49.4
	MANAGER	41.8	2.0	43.8		32.6	41.0	49.4
	MANAGER	41.6	4.7	46.3		32.6	41.0	49.4
	MANAGER	41.4	1.4	42.8		32.6	41.0	49.4
	NO IN POSITION: 494							
	WEIGHTED GROUP AVG:	$ 42.9	$ 1.9	$ 44.8				
	NO IN POSITION: 621							
$ 294.5	POSITION AVERAGE:	$ 42.4	$ 1.9	$ 44.2	$ 32.4			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 48 - MEAT DEPARTMENT
MANAGER

REGION #5 - PACIFIC

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

SCOPE AVG WKLY MEAT SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$75.0 AND BELOW	MANAGER				$ 40.0			
	MANAGER				40.0			
	MANAGER				40.0			
	MANAGER				40.0			
	MANAGER	$ 33.0	$ 0.6	$ 33.6				
	EXEC. V.P.				28.4			
	EXEC. V.P.				28.4			
	EXEC. V.P.				28.4			
	NO IN POSITION: 123							
$ 21.1	WEIGHTED GROUP AVG:	$ 33.0	$ 0.6	$ 33.6	$ 37.6			
NO SCOPE REPORTED	MANAGER	$ 30.7	$ 0.0	$ 30.7				
	NO IN POSITION: 451							
$ 21.1	POSITION AVERAGE:	$ 31.1	$ 0.1	$ 31.2	$ 37.6			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 49 - WAREHOUSE MANAGER
(W/TRANSPORTATION)

REGION #5 - PACIFIC

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

SCOPE SQUARE FOOTAGE (THOU)		BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
	REPORTS TO	SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
700 AND BELOW	VICE PRESIDENT	$ 83.0	$ 8.3	$ 91.3		$ 66.0	$ 83.0	$100.0
	GROUP EXEC.	81.0	12.5	93.5		61.7	77.1	96.4
	ASST. V.P./DIR	56.4	3.3	59.7				
	NO IN POSITION:	6						
455.4	WEIGHTED GROUP AVG:	$ 77.6	$ 9.5	$ 87.1				
	NO IN POSITION:	6						
455.4	POSITION AVERAGE:	$ 77.6	$ 9.5	$ 87.1				

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 50 - WAREHOUSE MANAGER (WITHOUT TRANS.)

REGION #5 - PACIFIC

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse.

SCOPE SQUARE FOOTAGE (THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES SALARY	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP		MIN	MID	MAX
600 AND BELOW	VICE PRESIDENT	$ 60.2	$ 0.0	$ 60.2		$ 46.8	$ 58.4	$ 70.1
	VICE PRESIDENT	56.2	0.0	56.2		46.8	58.4	70.1
	VICE PRESIDENT	52.3	0.0	52.3		46.8	58.4	70.1
	VICE PRESIDENT	50.4	10.0	60.4				
	VICE PRESIDENT	46.9	0.0	46.9		46.8	58.4	70.1
	NO IN POSITION: 5							
412.2	WEIGHTED GROUP AVG:	$ 53.2	$ 2.0	$ 55.2				

	NO IN POSITION: 5			
412.2	POSITION AVERAGE:	$ 53.2	$ 2.0	$ 55.2

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 51 - PHARMACY DIRECTOR

REGION #5 - PACIFIC

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

SCOPE ANNUAL DRUG SALES ($MIL)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$100.0 AND BELOW	DIV. V.P./MGR.	$ 79.0	$ 24.4	$103.4		$ 62.7	$ 80.0	$ 97.2
	SENIOR V.P.	60.7	10.0	70.7				
	EXEC. V.P.				$ 42.0	32.0	39.3	46.5
	NO IN POSITION: 3							
$ 62.0	WEIGHTED GROUP AVG:	$ 69.9	$ 17.2	$ 87.1	$ 42.0			
NO SCOPE REPORTED	GROUP EXEC.	$ 73.6	$ 0.0	$ 73.6		$ 56.6	$ 70.7	$ 84.9
	NO IN POSITION: 4							
$ 62.0	POSITION AVERAGE:	$ 71.1	$ 11.5	$ 82.6	$ 42.0			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 52 - PHARMACIST

REGION #5 - PACIFIC

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES			NONBONUS COMPANIES	SALARY RANGE		
		SALARY	BONUS	TOTAL COMP	SALARY	MIN	MID	MAX
$150.0 AND BELOW	MANAGER	$ 56.0	$ 0.2	$ 56.2				
	MANAGER				$ 53.0			
	SENIOR V.P.				39.0	$ 33.7	$ 37.5	$ 39.0
	SENIOR V.P.				39.0	33.7	37.5	39.0
	SENIOR V.P.				36.4	31.8	35.3	36.9
	NO IN POSITION: 256							
$ 99.2	WEIGHTED GROUP AVG:	$ 56.0	$ 0.2	$ 56.2	$ 52.1			
NO SCOPE REPORTED	DIST.MANAGER	$ 60.0	$ 3.8	$ 63.8				
	DIST.MANAGER	60.0	4.6	64.6				
	DIST.MANAGER	60.0	5.1	65.1				
	NO IN POSITION: 98							
	WEIGHTED GROUP AVG:	$ 60.0	$ 4.3	$ 64.3				
	NO IN POSITION: 354							
$ 99.2	POSITION AVERAGE:	$ 58.4	$ 2.7	$ 61.1	$ 52.1			

FOOD MARKETING INSTITUTE
1989-1990 MANAGEMENT COMPENSATION STUDY
SURVEY POSITION 53 - ASSISTANT/STAFF PHARMACIST

REGION #5 - PACIFIC

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

SCOPE AVG WKLY DRUG SALES ($THOU)	REPORTS TO	BONUS COMPANIES SALARY	BONUS COMPANIES BONUS	BONUS COMPANIES TOTAL COMP	NONBONUS COMPANIES SALARY	SALARY RANGE MIN	SALARY RANGE MID	SALARY RANGE MAX
$20.0	SENIOR V.P.				$ 37.4	$ 33.7	$ 37.5	$ 39.0
AND BELOW	SENIOR V.P.				35.3	33.7	37.5	39.0
	SENIOR V.P.				33.7	33.7	37.5	39.0
	NO IN POSITION: 8							
$ 14.6	WEIGHTED GROUP AVG:				$ 36.2			
NO SCOPE	MANAGER	$ 52.0	$ 0.8	$ 52.8				
REPORTED	MANAGER	52.0	0.8	52.8				
	MANAGER	52.0	0.8	52.8				
	NO IN POSITION: 122							
	WEIGHTED GROUP AVG:	$ 52.0	$ 0.8	$ 52.8				
	NO IN POSITION: 130							
$ 14.6	POSITION AVERAGE:	$ 52.0	$ 0.8	$ 52.8	$ 36.2			

APPENDIX: SURVEY POSITION DESCRIPTIONS

SURVEY POSITION DESCRIPTIONS

SURVEY POSITION 1: CHIEF EXECUTIVE OFFICER

Accountable, under the direction of the Board of Directors, for the management of the company's total business performance. Provides overall leadership and direction to the development of policies and objectives, and assures effectuation of policies throughout the company. Reviews the operational and financial progress of the company and divisions to assure achievement of goals and objectives. Provides general direction to merchandising, store operations, and staff activities. Makes decisions of major importance on matters where the interest or objective of more than one operating unit is involved. Assures that efficient organizational practices, including adequate manpower forecasting and planning, are followed throughout the company. Assures capable management succession by proper recruitment and development. Conducts corporate strategic planning that assures targets are determined for continued growth and profitability. Reviews and effectively recommends to the Board salaries, appointments, retirements, etc., for officers. Responsible for establishing and maintaining relations with stockholders, the financial community, government agencies, suppliers, and customers.

SURVEY POSITION 2: CHIEF OPERATING OFFICER

Provides overall direction and control to achieve the volume and operating profit goals of the company profit centers. Makes recommendations to the Chief Executive Officer on company policies, objectives, and plans. Oversees the management of all company retail store operations, company-wide merchandising and procurement, manufacturing, distribution, and wholesale operations. Responsible for the attainment of projected sales, gross profit margins, expense control, and operating profit.

SURVEY POSITION 3: CHIEF FINANCIAL OFFICER

Develops and implements policies, plans, and programs necessary for the effective management of the company's financial affairs. Directs the treasury, accounting, financial planning, and insurance functions for the corporation. Initiates and coordinates necessary and appropriate accounting policies and procedures for all business units. Maintains corporate funds and cash management program. Directs preparation of all corporate financial reports and budgets. Provides financial counsel to the Chief Executive Officer on major business decisions.

SURVEY POSITION 4: TOP OPERATING COMPANY EXECUTIVE

Accountable to a corporate Chief Executive Officer or group executive for the management of an autonomous operating company's or subsidiary's total business performance. Provides overall leadership and direction to the development of operating policies and objectives. Reviews the operational and financial progress of the company to assure achievement of goals and objectives. Provides general direction to merchandising, store operations and staff activities. Assures efficient organization practices, including management recruiting, employment and development. Prepares and recommends to corporate management strategic plans and objectives for continued growth, profitability, and capital investments.

SURVEY POSITION 5: TOP LEGAL EXECUTIVE

Provides legal counsel and guidance in ordinary and special activities of the corporation to insure maximum protection of corporate legal rights. Assures Chief Executive Officer that corporate and divisional businesses operate within the limits of prescribed law. Directs defense and/or prosecution in suits or claims involving the corporation, subsidiaries, operating companies or divisions. Supervises the preparation of legal forms, reports, statements, etc., related to federal and state filings and regulations.

SURVEY POSITION 6: CONTROLLER

Directs the corporate or operating company accounting function. Recommends accounting policies and procedures. Oversees the preparation and interpretation of accounting reports, forecasts, budgets, expenses, and operating results. Consolidates financial data in period (i.e., monthly, quarterly, etc.) reports on operations. Develops and maintains financial procedures covering the company's inventories. Works with the company's independent auditors on annual financial audit. Prepares annual financial statements for corporate management review. Typically, this position reports to the Chief Financial Officer.

SURVEY POSITION 7: TOP AUDIT EXECUTIVE

Responsible for the verification of internal accounting, statistical and general corporate records. Determines the reliability and effectiveness of financial management control systems and implements new systems to assure compliance with corporate accounting systems, procedures and methods. Responsible for legal compliance and the detection and prevention of fraud. May be the company representative to outside agencies, if necessary.

SURVEY POSITION 8: TOP MIS EXECUTIVE

Directs the MIS function of the corporation or operating company. Analyzes management needs regarding information retrieval, data control and expanded use of computer and data processing equipment in company operations. Provides advice and counsel to management concerning the application of computer techniques to business requirements. Evaluates and oversees divisional/regional data processing operations. Recommends the location, type, size and equipment for data processing installations in divisional/regional organizations. Audits EDP systems and operations within divisional organizations. Maintains contact with professional associations, hardware/software companies, etc., and recommends to management new computer equipment and applications to improve business operations.

SURVEY POSITION 9: TOP HUMAN RESOURCES EXECUTIVE (With Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, labor relations, and safety/health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Oversees the effective negotiation of labor agreements with company unions. Coordinates promotions, transfers and employee placements between company and divisional profit centers. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 10: TOP HUMAN RESOURCES EXECUTIVE (Without Labor Relations)

Develops, recommends, and implements human resources policies and procedures for the corporation or operating company. Manages personnel function, including employment, compensation, benefits, training, safety and health services. Assures the filling of present and future manpower requirements through the development and implementation of effective recruiting methods and selection techniques. Responsible for the administration of a formalized compensation and benefits program. Interprets personnel policy through bulletins, letters and manuals. Advises executives and managers regarding specific personnel problems. Represents the company at meetings of various community organizations and professional groups.

SURVEY POSITION 11: TOP LABOR RELATIONS EXECUTIVE

Directs the effective negotiation of labor agreements and performs other labor relations activities, including major grievances, mediation, arbitration and N.L.R.B. matters. Projects labor costs from pending and new labor agreements. Interprets and communicates language of new labor agreement to managers and supervisors.

SURVEY POSITION 12: TRAINING AND MANAGEMENT DEVELOPMENT EXECUTIVE

Analyzes management development and training needs. Develops, organizes, implements, and may conduct all training and development programs to improve skills, knowledge, and performance of staff and store-level personnel. May conduct orientation programs for new and newly-promoted employees. Recommends and implements educational and career development opportunities.

SURVEY POSITION 13: TOP DISTRIBUTION EXECUTIVE

Develops and recommends objectives, policies, and procedures for managing the corporation's or operating company's warehouse and transportation operations, including incoming freight handling, storage, and outgoing deliveries of merchandise to stores. Directs and controls the planning of physical facilities, including buildings, warehouse equipment, trucks, and automotive equipment. Directs purchase of all warehouse and delivery equipment. Audits and recommends warehousing and transportation operational methods to ensure maximum efficiency of product movement.

SURVEY POSITION 14: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (With Real Estate)

Directs and controls the corporation's or operating company's real estate, construction, and maintenance functions. Oversees site selection, lease arrangements, and purchase/sale of real property; supervises new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs; provides equipment planning and layout services for stores, warehouses, and other facilities. Assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope Measure: Number of Stores.

SURVEY POSITION 15: TOP CONSTRUCTION AND MAINTENANCE EXECUTIVE (Without Real Estate)

Directs the corporation's or operating company's new and remodeled store construction, including architectural design, construction contract awards, and control of construction costs. Provides equipment planning and layout services for stores, warehouses, and other facilities; assists in the purchase of store and warehouse equipment and fixtures. Oversees the maintenance and repair of equipment and fixtures.

Scope Measure: Number of Stores.

SURVEY POSITION 16: TOP REAL ESTATE EXECUTIVE

Directs and controls the corporation's or operating company's real estate function. Responsible for new store site evaluation and acquisition; leasing arrangements for stores, warehouses and other facilities. Negotiates the purchase and sale of real property. Approves real estate documents and taxes. Maintains contacts with real estate brokers, building development firms, and state, county and governmental agencies.

Scope Measure: Number of Stores.

SURVEY POSITION 17: TOP SECURITY/LOSS PREVENTION EXECUTIVE

Establishes and enforces security policies and procedures designed to protect company property and merchandise. Directs and controls programs to prevent losses due to theft, vandalism, and fire. Supervises security department, including guard force. Works with law enforcement agencies on investigations or irregularities connected with security of company property and merchandise.

SURVEY POSITION 18: TOP SANITATION EXECUTIVE

Directs the corporation's or operating company's sanitation program. Develops and recommends sanitation policies, procedures and programs. Coordinates efforts to ensure compliance with federal, state and local sanitation requirements.

SURVEY POSITION 19: TOP MERCHANDISING AND PROCUREMENT EXECUTIVE

Directs the corporation's or operating company's merchandising, buying, pricing, advertising and service programs. Oversees and controls merchandising strategies for grocery, meat, produce, frozen food, dairy, and nonfood products. Oversees and controls product procurement.

SURVEY POSITION 20: TOP ADVERTISING EXECUTIVE

Develops and recommends the corporation's or operating company's advertising objectives, policies and plans. Oversees the creation and placement of advertisements; i.e., T.V., radio and newspaper advertising. Works with outside agencies on preparation of advertising campaigns.

SURVEY POSITION 21: TOP GROCERY OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's grocery merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted grocery sales, profit and turnover. Directs and controls all grocery buying and pricing. Directs and controls product selection, promotion and advertising plans. Develops financial forecasts for grocery sales and profits.

Scope Measure: Annual Grocery Sales.

SURVEY POSITION 22: TOP MEAT OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's meat merchandising program (including deli) in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted meat sales, profit and turnover. Directs and controls all meat buying and pricing. Directs and controls meat selection, promotion and advertising plans. Develops financial forecasts for meat sales and profits.

Scope Measure: Annual Meat Sales.

SURVEY POSITION 23: TOP PRODUCE OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's produce merchandising program in accordance with the firm's overall merchandising policies. Plans and develops merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted produce sales, profits and turnover. Directs and controls all produce buying and pricing. Directs and controls produce selection, promotion and advertising plans. Develops financial forecasts for produce sales and profits.

Scope Measure: Annual Produce Sales.

SURVEY POSITION 24: TOP GENERAL MERCHANDISE/NONFOOD OPERATIONS EXECUTIVE

Plans and directs the corporation's or operating company's nonfood merchandising programs in accordance with the firm's overall merchandising policies. Plans and develops nonfood merchandising assortments, buying programs and in-store presentations which will result in achievement of targeted nonfood sales, profit and turnover. Directs and controls all nonfood buying and pricing. Directs and controls nonfood product selection, promotion and advertising plans. Develops financial forecasts for nonfood sales and profits.

Scope Measure: Annual Nonfood Sales.

SURVEY POSITIONS 25-32: MERCHANDISERS

Responsible for carrying out merchandising programs for assigned products among an assigned number of stores. Determines the type of items, quality, grades and brands. Recommends retail prices as appropriate. Coordinates the purchase of products to ensure an appropriate assortment to achieve sales and profit objectives. Develops shelf allocation and spacing programs, product promotions, and point-of-purchase display programs.

SURVEY POSITION 25: GROCERY MERCHANDISER

Scope Measure: Average Annual Grocery Sales in Assigned Stores.

SURVEY POSITION 26: MEAT MERCHANDISER

Scope Measure: Average Annual Meat Sales in Assigned Stores.

SURVEY POSITION 27: PRODUCE MERCHANDISER

Scope Measure: Average Annual Produce Sales in Assigned Stores.

SURVEY POSITION 28: FROZEN FOODS MERCHANDISER

Scope Measure: Average Annual Frozen Foods Sales in Assigned Stores.

SURVEY POSITION 29: DAIRY MERCHANDISER

Scope Measure: Average Annual Dairy Sales in Assigned Stores.

SURVEY POSITION 30: NONFOOD MERCHANDISER

Scope Measure: Average Annual Nonfood Sales in Assigned Stores.

SURVEY POSITION 31: DELI MERCHANDISER

Scope Measure: Average Annual Deli Sales in Assigned Stores.

SURVEY POSITION 32: BAKERY MERCHANDISER

Scope Measure: Average Annual Bakery Sales in Assigned Stores.

SURVEY POSITION 33-40: BUYERS (Highest Nonsupervisory Position)

Responsible for the procurement and buying activities of assigned products. Selects reliable sources of supply, places or supervises the placement of orders, and arranges for the routing of shipments. Reviews and recommends new products, quality, grades and the number of items carried. Responsible for size of product inventory and rate of turnover. Assists in the training of less experienced exempt buyers.

SURVEY POSITION 33: GROCERY BUYER

Scope Measure: Average Annual Grocery Purchases for Assigned Products (At Cost).

SURVEY POSITION 34: MEAT BUYER

Scope Measure: Average Annual Meat Purchases for Assigned Products (At Cost).

SURVEY POSITION 35: PRODUCE BUYER

Scope Measure: Average Annual Produce Purchases for Assigned Products (At Cost).

SURVEY POSITION 36: FROZEN FOODS BUYER

Scope Measure: Average Annual Frozen Foods Purchases for Assigned Products (At Cost).

SURVEY POSITION 37: DAIRY BUYER

Scope Measure: Average Annual Dairy Purchases for Assigned Products (At Cost).

SURVEY POSITION 38: NONFOOD BUYER

Scope Measure: Average Annual Nonfood Purchases for Assigned Products (At Cost).

SURVEY POSITION 39: DELI BUYER

Scope Measure: Average Annual Deli Purchases for Assigned Products (At Cost).

SURVEY POSITION 40: BAKERY BUYER

Scope Measure: Average Annual Bakery Purchases for Assigned Products (At Cost).

SURVEY POSITION 41: TOP STORE OPERATIONS EXECUTIVE

Develops and directs policies, plans and programs to achieve the profitable operation of all corporate or operating company stores. Oversees the attainment of projected sales, gross profit margins, and the control of all store expenses while maintaining proper customer service. Assures that the firm's merchandising programs are adhered to and uniformly carried out in all stores.

SURVEY POSITION 42: TOP STORE MAINTENANCE EXECUTIVE

Directs the corporation's or operating company's store engineering and maintenance activities. Works with architectural firms to develop construction specifications for store remodeling and repair. Provides store equipment planning and layout services. Assists in the purchase of store equipment and fixtures.

SURVEY POSITION 43: DIVISION GENERAL MANAGER

Responsible for the profitable operation of a division or geographic region of the corporation or operating company. Develops sales and profit objectives and forecasts, operating and capital expenditure budgets, and objectives for assigned stores and facilities. Oversees merchandising, store operations and staff activities. Reviews buying and merchandising programs to insure maximum profitability and continuity with the company's overall strategy. Reviews operating results of stores against sales and profit targets. Directs staff activities in support of division programs and financial objectives. Provides specific limitations of authority for all subordinates regarding contractual commitments, expenditures and personnel decisions. Continually reviews and reports to top management the division's performance with respect to market share, operating results, capital requirements, etc.

Scope Measure: Average Annual Division Sales.

SURVEY POSITION 44: SCANNING COORDINATOR

Recommends, coordinates and implements software programs and systems to enhance performance of electronic front-end equipment. Has staff responsibility for the coordination of scanning systems throughout the division/company. Assists in the installation of electronic equipment and the training of store personnel in all aspects of scanning, including the development of store price files, preparation and maintenance of operating manuals, and specifications of electronic front-end equipment.

SURVEY POSITION 45: DISTRICT MANAGER

Responsible for the management and profitable operation of all stores in assigned district. Directs store managers to achieve maximum sales and profits from each store. Plans and directs store operating activities necessary to assure conformity with established sales and merchandising programs. Forecasts store sales, expenses, and operating profits. Keeps abreast of competitive activities in assigned geographic area.

Scope Measure: Average Annual District Sales.

SURVEY POSITION 46: STORE MANAGER

Responsible for managing the entire activity of an individual retail food store. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems.

Scope Measure: Average Weekly Store Sales.

SURVEY POSITION 47: ASSISTANT/CO-STORE MANAGER

Responsible for managing activity of an individual retail store in conjunction with, or in absence of, Store Manager. Insures profitable operation of all departments in the store. Implements company merchandising and inventory programs. Schedules work loads, hires and trains store personnel, and resolves all store personnel problems. Has total responsibility for store operations when Store Manager is absent. May be a training position.

Scope Measure: Average Weekly Store Sales.

SURVEY POSITION 48: MEAT DEPARTMENT MANAGER

Directs and controls the operation of the store's meat department. Supervises department personnel. Participates in determining quality and quantities of merchandise. Orders merchandise and supplies. Receives and displays stock.

Scope Measure: Average Weekly Meat Sales.

SURVEY POSITION 49: WAREHOUSE MANAGER (With Transportation)

Responsible for the efficient, economical, and safe operation of a company's or division's warehouse facility. Directs the inventory, sanitation, and maintenance functions at the warehouse. Has responsibility for all transportation activities.

Scope Measure: Warehouse Space in Average Square Footage.

SURVEY POSITION 50: WAREHOUSE MANAGER (Without Transportation)

Duties are the same as those outlined above, excluding transportation.

Scope Measure: Warehouse Space in Average Square Footage.

SURVEY POSITIONS 51-53 cover drug/pharmacy positions within the supermarket company, and do not include positions within a separate drug store division or chain.

SURVEY POSITION 51: PHARMACY DIRECTOR

Plans and directs the company's merchandising, buying, pricing, product selection, promotion, and advertising programs for prescription and over-the-counter drugs in accordance with the firm's overall merchandising policies.

Scope Measure: Annual Drug/Pharmacy Sales.

SURVEY POSITION 52: PHARMACIST

Responsible for the management and operation of the store's pharmacy department, including prescriptions, inventory control, customer and employee relations, compliance with regulatory agencies and company policies. Must be registered pharmacist. May be considered to be the assistant store manager.

Scope Measure: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 53: ASSISTANT/STAFF PHARMACIST

Responsible for the efficient, ethical and lawful compounding and dispensing of prescription pharmaceuticals. Advises customers on the use and storage of prescription and nonprescription drugs. Orders and maintains supply of drugs, chemicals and other pharmaceutical stock.

Scope Measure: Average Weekly Drug/Pharmacy Sales for the Store.

SURVEY POSITION 54: TOP CONSUMER AFFAIRS EXECUTIVE

Develops and recommends objectives, policies, and procedures for directing the company's consumer affairs and customer communications function. Acts as liaison between the consumer and top management. Develops programs to monitor and resolve customer inquiries. Develops consumer information programs such as newsletters, recipe series, and in-store programs. Develops and maintains contact with the media, consumer groups, and governmental agencies and the community. (This position reports directly to top management.)

SURVEY POSITION 55: CONSUMER AFFAIRS SPECIALIST/NUTRITION PROFESSIONAL/ HOME ECONOMIST

Administers the company's consumer affairs and customer relations programs within guidelines established by management. Responsible for researching and responding to customer inquiries and complaints. Also responsible for administering in-store consumer nutrition information programs.

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